



1950

**ANNUAL MEETING**

MARCH  
TWENTIETH  
AND  
TWENTY-FIRST

**Board of Christian Education  
and Publication**

EVANGELICAL AND REFORMED CHURCH

SCHAFF BUILDING  
PHILADELPHIA 2, PENNSYLVANIA

1950

ANNUAL MEETING

March 20 and 21

BOARD OF CHRISTIAN EDUCATION AND PUBLICATION  
Evangelical and Reformed Church

Schaff Building  
Philadelphia, Pennsylvania

Reports On

Education  
Finance  
Periodical  
Christian Education Press

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A G E N D A  
F O R  
C U R R E N T M E E T I N G

AGENDA FOR ANNUAL MEETING  
BOARD OF CHRISTIAN EDUCATION AND PUBLICATION

Philadelphia, Pa.

March 20-21, 1950

**Presiding:**

President Th. W. Mueller

and

Vice-President H. A. Pflug

1. Convening of Session
2. Devotions
3. Roll Call
4. Presentation of Visitors
5. Adoption of Agenda and Working Schedule
6. Communications
7. Actions on Minutes of 1949 Annual Meeting and  
December Meeting of Executive Committee
8. Report of Board of Editors and Action on Recommendations
9. Consideration of Recommendations of Executive Secretary
10. Consideration of Recommendations of Staff Members
  - (a) Children's Work
  - (b) Youth Work
  - (c) Student Work
  - (d) Adult Work
  - (e) Camps and Summer Schools
  - (f) Leadership Training
  - (g) Director of Publications and of Curriculum
  - (h) Literature Consultant
  - (i) Editors
  - (j) Missionary Education

11. Executive Session

- (a) Consideration of Financial Matters
- (b) Adoption of Working Budget for 1950
- (c) Election of Staff Members
- (d) Other Items

12. Appointments

- (a) Editorial Board
- (b) Representatives to Various Organizations
- (c) Others

13. Pre-view of the Curriculum Film Strip, "The Story of the Christian Church", and of the New Leadership Training Audio-Visuals

14. Presentation of Plans for the Christian Education Institutes

15. Dates of Executive Committee Meeting and Annual Board Meeting

16. Other Items

17. Adjournment

R E P O R T S  
O F  
S T A F F M E M B E R S

## REPORT OF THE EXECUTIVE SECRETARY

This is my fourth annual report as Executive Secretary of the Board of Christian Education and Publication. These have been fruitful years to me personally, and I want to take this opportunity to express my sincere appreciation for the hearty cooperation I have received from staff and Board members alike. It has been a great satisfaction to be associated with such a fine corps of workers. One would have to seek far to find a more consecrated group, wholly committed to the task of making the Church a more effective witness for Christ and of helping all its members, from the least to the greatest, to grow in the knowledge and service of God. In humble acknowledgement of God's gracious leadership in the work we have undertaken in His name, I present this report for your consideration.

### PERSONNEL MATTERS

There have been few changes in our staff and office personnel during the year. In accordance with the action of the Board at its last annual meeting, the Reverend Clayton H. Ranck, pastor to students in the Philadelphia area, was retired on August 31, 1949. Mr. Ranck is now living at 407 South Washington Street, Easton, Maryland. On December 31, 1949, the Reverend Edward A. G. Hermann, D.D., retired as a full-time member of our editorial staff in St. Louis. Since that date Dr. Hermann has been employed on a reduced schedule as provided by the Board.

Miss Marie Rose Remmel was transferred from St. Louis to Boston on August 1, 1949. This transfer was considered advisable because of our anticipated merger with the Congregational Christians and the cooperative arrangements that had been worked out for the development of our new curriculum materials. In view of the present legal complications regarding the merger, the Board will undoubtedly want to review its action in this instance, as well as all other actions involving joint employment of editorial and office personnel located at Boston. At the present time, in addition to Miss Remmel, our Board provides a share of the salaries and other expenses of a children's editor, a youth editor, and three office secretaries located in Boston. Our total obligation as a Board for our Boston commitments amounts to approximately \$600.00 a month.

In our Philadelphia office, the following changes in office personnel occurred during the past year. George McConeghy succeeded Albert Granberg as shipping clerk on September 1, 1949. Miss Henrietta Oswald replaced Mrs. Margaret Mantell in our Circulation Department. Mrs. Mantell's resignation was effective May 31, 1949, and Miss Oswald's services began on September 22, 1949.

In St. Louis Miss Betty Underkoffler replaced Miss Evelyn Kolze on June 3, 1949, and Miss LaVerne Fromm replaced Miss Grace Schwenker on September 2, 1949.

Our force of staff and office workers, permanent and part-time, in Philadelphia, St. Louis and Boston, now totals 51. 40 are located in Philadelphia, 5 in St. Louis, and 6 in Boston.

Two employees in our Philadelphia office will complete thirty years of continuous service with our Board during the current year. Mrs. I. Marion Hull, our Circulation Manager, entered the employ of the Board on April 24, 1920. Miss Tessie Uhrmann, Accountant, began her duties with the Board on July 1, 1920. On March 15, 1950, Miss Miriam L. Dobbins completed 25 years of continuous service in the employ of the Board. These employees are deserving of any recognition the Board may see fit to provide for them.

#### CHANGES IN OFFICE ARRANGEMENTS

On February 1, 1950 additional office space on the second floor of the Schaff Building became available to our Board. After extensive renovations, the Department of Student Work and the Department of Youth Work moved into these new quarters. The space formerly occupied by the Department of Youth Work on the 6th floor of the Schaff Building was released, and the space formerly occupied by the Department of Student Work has been incorporated into our business offices. After some changes have been made in the physical arrangements of Rooms 209 and 210, Miss Morrow will occupy the space formerly used by the Department of Student Work, and Mrs. Hull will have an office of her own. Since our business has been steadily growing, this additional space for our Circulation and Accounting Departments will be most welcome.

#### ACTIONS OF THE EXECUTIVE COMMITTEE

It will not be necessary to review the actions of the Executive Committee on December 29, 1949. The minutes of this meeting have been sent to all the members of the Board. Only two items referred to the Executive Secretary by the Executive Committee need to be reported on here:

(1) Vote 6 in the minutes of the Executive Committee authorized the Executive Secretary to make inquiries of Eden Publishing House regarding the possibility of centralizing our ordering and accounting procedures in Philadelphia, especially in view of the pending merger with the Congregational Christians. In view of the breakdown in merger negotiations and the consequent complexity of our publication problems, it was considered unwise to proceed with this inquiry at the present time. The Board may want to give some further thought to this matter.

Tabled

(2) Vote 7 in the minutes of the Executive Committee resulted from the announcement by Eden Publishing House that there would be an increase of 10% in the cost of printing our lesson materials beginning July 1, 1950. The Executive Secretary was instructed to share with Eden Publishing House an evaluation of their craftsmanship which had been made by a neutral party and to see if a more favorable printing rate could be arranged than the one proposed by Mr. Leibner. This was done and under date of February 2, 1950 Mr. Leibner wrote to the effect that

"We shall let the prices ride as they are now, but if we find that we are running into difficulty we hope that we may receive proper consideration from your Board. You will remember that the previous letter stated (or intended to state) that increases up to 10% would be made only as needed and with your assent."

#### THE PROGRAM OF ADVANCE IN CHRISTIAN EDUCATION

Our Program of Advance continues to make slow progress. On March 1, 1950, 631 of our 2,608 Sunday church schools were enrolled in this Advance effort. There is a considerable amount of inertia among our people which is not easy to overcome, but we are convinced that where this Program of Advance is properly interpreted people will respond and satisfactory results will follow. For example, a study of Progress Reports submitted for the six months ending November 1, 1949 reveals the following:

Of 84 schools reporting total enrollment figures, 57 showed increases totaling 1,055, 17 showed decreases totaling 161, 10 reported no change. The net increase for the 84 schools was 894, or an average of more than 10 pupils per school.

Of 80 schools reporting average weekly attendance figures, 48 showed increases totaling 707, 22 showed decreases totaling 203, 10 reported no change. The net increase in average weekly attendance for the 80 schools reporting was 504, or more than 6 pupils per school.

It is unlikely that we shall be able to report to the General Synod this summer achievement of the total church school enrollment goal of 500,000 for which we have been earnestly striving. According to information reported on the Christian Education Statistical Blanks submitted by our schools, the following is our record to date:

	Total Sunday Church School Enrollment	Total Average Weekly Attendance
1946	433,410	264,744
1947	463,168	266,718
1948	466,444	268,646

It should be pointed out, however, that our figures for 1948 do not coincide with the official statistics of the Church. The Church Statistician has reported total Sunday church school enrollment for 1948 as 436,512. The reason for the difference in our figures is to be accounted for by the fact that in our Christian Education Statistical Blanks we ask specifically for enrollment in the Cradle Roll and Home Departments, whereas the regular church statistical forms have not always been clear at this point. A conference with the Church Statistician has resulted in a clarification of the regular church forms, which should prevent any confusion in the future.

It is too early to estimate with any degree of accuracy what the totals for 1949 will be, but it is doubtful that they will be high enough to close the gap between the 1949 total and the goal we seek. Our Christian Education Institutes, which are scheduled for the period from April 10 - May 26, 1950, should provide an opportunity to arouse our people to renewed efforts on behalf of the total program of Christian education at the local level. As a result of our intensive field program, which will point up the need for an evangelistic outreach on the part of our church schools, it is our hope that 1950 and succeeding years will show some real increases in enrollment and in attendance in the church schools of our denomination. We believe it is proper to request the General Synod to authorize our Board to continue the Program of Advance beyond the present triennium. It is therefore recommended that our Board seek such authorization from the General Synod so that what has been gained in experience and in momentum may not be lost. We should not be satisfied until we have at least as many persons enrolled in our church schools as there are on the regular membership rolls of the Church.

*Recommendation*

#### THE NEW CURRICULUM

Nothing has given us so much cause for concern as the recent developments in connection with the New Curriculum and related publications. When our Board began its negotiations with the Division of Christian Education of the Congregational Christian Churches three years ago, it was agreed that whether the merger was consummated or not our two groups would plan and publish the educational materials for our two constituencies on a cooperative basis. We spelled out in great detail what such cooperation would entail. It was agreed, for example, that there would be joint imprints on all materials published, that the Congregational Christians would take publishing initiative and responsibility for certain materials and we would take publishing initiative and responsibility for other materials, that we would employ jointly certain editors and office secretaries and share in their office expenses, and that such financial records of all our joint operations would be kept that after we began the actual use of the various units we would be in a position to bill one another for any costs not provided prior to publication.

We were under the impression that we had an air-tight agreement and we have proceeded in good faith as agreed. We were the first to publish materials under a joint imprint. On January 1, 1949 we began the publication of the International Uniform Lesson Series for both groups. These materials have been well received. Although the total circulation among the Congregational Christians has not been great, there is no question that they and we have benefitted by the arrangement. The small volume of International Uniform materials used by the Congregational Christians would have made separate publication by them almost prohibitive. Moreover, since most of the International Uniform materials are profit items for us, we have billed the Congregational Christians, in the main, for actual printing and distribution costs only. This has resulted in great savings to the Congregational Christians.

On January 1, 1950 we began publication of United Church Youth. This also was to be a joint publication, but it was not promoted extensively by the Congregational Christians. At the insistence of the Congregational Christians the title of this paper was changed to Youth, effective with the issue of March 12, 1950 and they have since withdrawn from any participation in its publication and distribution.

On January 1, 1950 the Congregational Christians made Children's Religion and The Church in the Home joint publications. We have been promoting both these publications vigorously among our people, and they appear to have received favorable acceptance. It had been agreed that beginning with October, 1950, all units in the new group-graded curriculum, to be known as the Church and Home Series, would be published jointly and we have been planning and working toward that end.

The decision in the Brooklyn law suit has changed our plans and our hopes. Almost overnight the Congregational Christians have seen fit to cancel or modify many of their former agreements. Whether all the proposed changes have been dictated by necessity or by fear is difficult to say. The fact remains that we have been left in a most embarrassing position by their actions, chief among which are the following:

1. Beginning with October, 1950, the Congregational Christians will discontinue using the International Uniform Lesson materials which we have been producing jointly since January 1, 1949.
2. Beginning with the March 12, 1950 issue, the Congregational Christians discontinued using the bi-weekly newspaper Youth, formerly known as United Church Youth, which we have been producing jointly since January 1, 1950.
3. The Congregational Christians will not use the Church School Worker, as originally planned. Instead they will publish their own Quarterly Program Manual. The Church School Worker had been planned as a joint publication and the first issue is scheduled for October, 1950.

4. Since the CCs feel that they are enjoined from doing anything which appears to be collaboration with the E&Rs, at least for the present, they have requested that the following changes be made in our original agreements:

- (a) Children's Religion and The Church in the Home to return to their previous status as Pilgrim Press productions, carrying the Pilgrim Press imprint only. These two publications became joint publications with joint imprints in January, 1950.
- (b) The Kindergarten Teacher's Guide and the Primary Teacher's Guide in the Church and Home Series to be issued separately by both groups, carrying as much different material as is required by postal regulations to make them acceptable for mailing at the second-class rates.
- (c) All other items in the Church and Home Series to carry separate imprints, except the Home Books, which, in the interest of economy, we feel we can use with the Pilgrim Press imprint.

5. In order to avoid any complications in their financial records, the CCs have asked that our joint employment of editors and secretaries be discontinued at the earliest possible date. It is suggested that Miss Ruth Curry, children's editor, be transferred to the CC payroll and that we assume full responsibility for Miss Marianna Nugent, youth editor. It is suggested, further, that we assume direct responsibility for the secretarial assistance necessary to serve Miss Remmel and Miss Nugent.

Since the General Council of the Congregational Christian Churches has taken steps to appeal the Brooklyn court decision, and since we feel it is necessary for us to have some representation in Boston to look after our interests in the new curriculum, we make the following recommendations:

1. That Miss Remmel be continued in Boston for the present, and that her assignment be modified to meet the exigencies of the situation.
2. That the youth editor be located in Philadelphia, at least for the present. Since Miss Nugent's availability for this post is uncertain, we shall need to consider the possibility of seeking another person for this position in the not too distant future.
3. That we seek the services of a full-time children's editor and that we consider the possibility of locating this person in Philadelphia.
4. That we plan to employ whatever secretarial assistance is necessary to serve our editors and find suitable office space for both editors and secretaries.

A more detailed account of changes in our publications that have been made necessary by the recent decisions of the CCs is included in the report of the Director of Curriculum.

### STATUS OF OUR NEW CURRICULUM ACCOUNT

The status of our New Curriculum Account, representing money received from the Commission on World Service for the production and promotion of our new curriculum materials, is as indicated herewith:

Total received prior to our 1949 Annual Meeting	\$ 40,736.85
Total net expenses to April 1, 1949	<u>20,219.96</u>
Balance on hand April 1, 1949	20,516.89
Amount received from April 1, 1949 to March 15, 1950	<u>22,591.15</u>
Net amount available during 1949	43,108.04
Net Expenditures from April 1, 1949 to March 15, 1950	
Authors' Fees - Church and Home Series	5,191.76
House Rent	550.00
Retirement Payment	141.10
Postage & Express	97.36
Promotional Expenses	1,856.29
Office Rent	510.00
Salaries - Editors & Secretaries	8,915.33
Stationery & Supplies	76.70
Telephone and Telegraph	144.39
Travel	1,505.16
Miscellaneous	1.35
Visualization	1,626.60
Cleveland Conference	4,247.00
Institute Meetings	<u>152.92</u>
	<u>25,015.96</u>
Balance on hand March 15, 1950	\$ 18,092.08

It is planned to terminate the current campaign for funds for relief, restoration and advance as of June 30, 1950 and to make prorata payments to the Boards and agencies included in this effort on the basis of total funds in hand at that time. Present plans call for the raising of \$250,000.00 during the remainder of 1950, and \$500,000.00 annually in 1951, 1952 and 1953. It has been announced that our Board is not to participate in the distribution of any of the funds that may be raised after June 30, 1950. These plans are, of course, subject to the approval of the General Synod.

Since it is unlikely that we shall receive the full quota originally allotted to us by June 30, 1950, and since we have urgent need for additional funds for the production and promotion of our new curriculum materials because of the legal complications in connection with the merger, we are of the opinion that some relief should be sought by direct appeal to the General Synod. Does the Board think it proper that, because of our special need at this time, we should ask General Synod that our Board be included in a prorata distribution of whatever part of the \$250,000.00 may be raised during the period June 30- December 31, 1950?

### EMPLOYMENT OF FIELD WORKERS

The Executive Committee on December 29, 1949 voted "that the Board employ two field workers, names of candidates to be submitted to Board for final decision, to present the work of the Board of Christian Education and Publication to the local church, particularly the new curriculum, and that the salaries be paid from the funds of the Periodical Department, if the proposal is agreeable to the General Council."

This proposal was discussed with President Goebel, who indicated that it would be unnecessary for us to refer this matter to the General Council since we plan to finance these field workers from Periodical Department funds rather than from the regular benevolent monies which the Board receives from the Church.

Despite the fact that we shall be put to additional expense in connection with the changes that have been made necessary in our publications due to the recent decisions of the CCs, we are of the opinion that we should proceed with our proposal to employ two field workers as planned. We have several names to place in nomination for these positions, and shall look forward to having this matter thoroughly discussed by the Board at the Annual Meeting.

### FINANCIAL ITEMS

Our educational department budget for 1949, as approved by the Board last April, totaled \$137,864.26. Receipts on account of our educational department budget were as follows:

Regular monthly apportionment payments	\$113,000.00
Contributions from Women's Guild	7,033.81
Contributions from churches	599.93
Sales of miscellaneous publications,etc.	547.77
Balance from 1948 overage	<u>8,768.45</u>
 TOTAL	 \$129,949.96

Actual net expenditures for 1949 in our educational department totaled \$120,286.31. This leaves a cash balance of \$9,663.65 available to apply to our 1950 budget. Since our auditor has not submitted his report as yet, we do not know if this is the final figure. There may be some adjustments which the auditor will recommend that may modify this figure slightly, but it is apparent that we finished the year 1949 well within our budget. An analysis of our budget appropriations and actual expenditures is revealing:

	<u>Budget Allowance</u>	<u>Actual Expenditures</u>	<u>Difference</u>
General Administrative	\$ 30,494.48	\$ 26,012.28	- \$ 4,482.20
Service Library	3,658.04	2,924.61	- 733.43
Audio-Visuals	2,000.00	6,286.40	+ 4,286.40
Leadership Training	12,147.26	11,214.17	- 933.09
Children's Work	15,839.40	12,374.06	- 3,465.34
Youth Work	19,212.76	17,445.38	- 1,767.38
Student Work	14,789.60	12,024.90	- 2,764.70
Camps & Summer Schools (Adm)	12,097.52	10,598.62	- 1,499.90
Camps & Summer Schools (Oper)	6,400.00	1,848.81	- 4,551.19
Adult Work	6,284.94	6,764.13	+ 459.19
Weekday & Vacation Schools	395.00	350.04	- 44.96
Coop. Council of Mis. Ed.	3,500.00	3,015.50	- 484.50
Literature Consultant	2,625.26	2,465.92	- 159.34
The Messenger	2,000.00	2,141.25	+ 141.25
Lakeside Conference	1,150.00	548.83	- 601.17
Shipping Department	5,270.00	3,368.54	- 1,901.46

It will be noted that only on three items did we expend more than we had budgeted, the largest over-expenditure being for Audio-Visuals. This was made necessary because of the demand made upon us to help in the financing of the new leadership training film strips being produced under the supervision of the International Council of Religious Education, and the request that we participate in underwriting the production of several religious education films of the Protestant Film Commission. The large net savings in some departments were quite unexpected. For example, the Youth Caravan Program was liberally supported by offerings and contributions from various sources; the Children's Department was fortunate in disposing of large quantities of its special services, and the Department of Camps and Summer Schools fared unusually well as a result of the general acceptance of its decentralization program. On the whole, there is evidence of good housekeeping in every department, and the directors are to be congratulated upon the care they exercised in managing their finances.

In the periodical department our volume of sales for 1949 exceeded expenses by the sum of \$44,165.84. Again, this figure may be modified slightly after the auditor has made necessary adjustments in accounting procedures. It is clear, however, that our periodical business continues to be in a healthy condition. In this connection it will be of interest to study the comparative data presented herewith:

<u>Year</u>	<u>Net Sales</u>	<u>Costs &amp; Expenses</u>	<u>Profit</u>	<u>P.C. of Profit</u>
1946	\$223,210.23	\$ 218,619.89	\$ 6,690.34	.03 (3%)
1947	259,315.79	245,382.39	13,933.40	.053 (5.3%)
1948	324,255.19	274,066.00	50,404.21	.152 (15.2%)
1949	382,194.88	338,029.04	44,165.84	.116 (11.6%)

Our volume of sales in 1949 increased by \$57,939.69 over our 1948 volume, whereas our expenses increased by \$64,063.04. As we launch the new curriculum materials next fall we shall need to watch closely our costs of production in relation to selling prices, so that our net profit remains high enough to enable us to carry on our periodical business on a sound financial basis. There are several items in the new program which represent real risks, and unless we can obtain satisfactory circulation we shall need to give consideration to the advisability of their continuance after they have had a fair trial to demonstrate their acceptability. We are planning to promote vigorously all of our periodical publications in connection with our forthcoming intensive field program, and it is our hope that we can convince our people of the need and value of these materials. We are fortunate to be in a fairly strong financial position as we approach the time when we shall introduce our new publications.

The Christian Education Press shows a new profit of \$1,275.47 for the thirteen months ending January 13, 1950. It will be recalled that, at the request of the Committee on Finance and Budget of the General Council, it was voted to make the fiscal year of the Press coincide with that of the education department. This is the reason for the thirteen months statement for 1949. Volume of sales increased slightly to a total of \$21,267.76. Dr. Wentzel continues to devote the major portion of his time to curriculum matters but found time to publish several books during the year, and has a number of other books in various stages of production. With a few exceptions our book publications are moving steadily and the Christian Education Press is coming to be quite favorably known.

#### THE 1950 BUDGET

The Executive Committee tentatively approved, subject to review by the Board at its annual meeting, an educational department budget for 1950 totaling \$152,606.47. This total was based upon the assumption that our Board would benefit from the 1949 apportionment overage. Because of the new policy of the General Council in granting Guaranteed Advances more nearly in line with the actual expenditures of the Boards and agencies of the Church, the 1949 overage was not large. The only Boards sharing in the 1949 overage were the Board of International Missions and the Board of National Missions. We had hoped to receive a guaranteed advance of \$120,000.00 in 1950, or an increase of \$5,500 over the amount we had received in 1949. Since our guaranteed advance for 1950 will be the same as that for 1949, we have felt under the necessity of reducing our 1950 budget from \$152,606.47 to \$147,106.47. This adjustment has been made and the revised 1950 budget is submitted for the Board's consideration.

The increases in the 1950 budget are accounted for, in the main, by the following items: Increased support for the ICRC, regular salary increases, increases in travel allowance in certain departments, and additional services which are being provided in the children's, youth and student departments.

The Board will be interested to know that the General Council voted to recommend to the General Synod the following asking budget figures for the Board of Christian Education and Publication: 1951 - \$143,000.00; 1952 - \$150,000.00; 1953 - \$156,500.00.

#### THE GENERAL SYNOD

It would be most helpful if the Board will give us some direction as to the nature and scope of the report which we should plan to present to the 1950 meeting of the General Synod. For example, it has been suggested that our denomination join certain other Protestant bodies and take an official stand on the question of Roman Catholic demands for the public support of its private or parochial schools. Is it proper that we should present this matter to the General Synod in our report, and if so, what does the Board desire that we say?

It has also been proposed that our denomination express itself officially on the matter of religion and public education. A committee of the I.C.R.E. has prepared a report on this subject which has been well received in many circles. Is it proper that we should ask the General Synod to express itself on this matter, as well as upon the related subject of weekday religious instruction? If so, would it be appropriate to ask some members of the Board to work with the staff in the preparation of a recommendation to be referred to the General Synod?

There are doubtless other items that will suggest themselves to members of the Board. We shall be most appreciative of any help that the Board may give in indicating the kind of report we should plan to present to the General Synod and the manner in which it should be presented. If there are any program emphases that need to be lifted up for the consideration of the church at large, it would be well if we could have them discussed at the Board meeting.

#### MISCELLANEOUS ITEMS

The following matters will need to be considered by the Board and action taken upon them.

How shall money received from Annuities be invested? The Executive Committee voted that this matter be put on the agenda for the Annual Meeting of the Board. At present this money is invested in U.S. Government Bonds. A schedule showing the status of our Annuity Account was distributed to all members of the Board after the Executive Committee meeting in December, 1949.

The status of E. A. G. Hermann after December 31, 1950. The action to retire Dr. Hermann as of December 31, 1949 and to employ him on a half-time basis during 1950. It was voted to reconsider his status each year.

Appointments to The Council of the I.C.R.E. - The quota for our denomination is as follows: Professional representatives, not more than 5; lay representatives, at least 2; total representatives, 7. The staff recommends that the following be appointed to serve as members of The Council for 1950:

Professional representatives -

H. A. Pflug; Oscar J. Rumpf; Ernest H. Fledderjohn;  
Robert T. Fauth, F. I. Sheeder.

Lay Representatives -

Mrs. H. L. V. Shinn, Toledo, Ohio  
Mrs. Henry Radloff, Eitzen, Minnesota

A Conference on the Church and War - An important conference on the Church and War is scheduled to be held in Detroit, Michigan, May 8 - 11, 1950. Since these dates conflict with our program of Christian Education Institutes, it will be impossible for any of our staff members to attend. The conference is of such significance, however, that we feel we should have an official representative of the Board in attendance. If the Board is favorable to the idea, it is recommended that the Reverend Robert T. Fauth be designated as our official delegate to this conference.

The National Christian Teaching Mission - The majority of our staff members have been making time available for participation as guest leaders in the National Christian Teaching Mission in various centers. Six of us participated in the Allentown, Pa., Mission the latter part of January, 1950, and many of us are looking forward to other missions scheduled for the fall of 1950 in Detroit, Mich., Harrisburg, Pa., Reading, Pa., and other places. We are convinced that the teaching mission technique offers a real opportunity for our local churches to increase their membership and their programs. The teaching mission is deserving of the enthusiastic support of pastors and lay leaders everywhere. The need of qualified guest leaders is great and we respectfully urge board members who can find the time to do so to accept assignments whenever possible.

A WORD OF APPRECIATION

Before concluding my report, I want to take this opportunity to express appreciation to the Women's Guild for its continued interest in and support of the work of our Board. It is a source of deep satisfaction to know that in the officers, staff members and members of the Board of the Women's Guild we have such a high degree of understanding of our efforts in seeking to advance the cause of Christian education in our denomination.

To the thousands of consecrated pastors, church school leaders and teachers, workers with youth groups and others in our fellowship who are concerned that we do the best job that is possible in helping to build up persons in the Christian life, we extend our grateful thanks, praying that God may richly bless them as they continue to labor in His name.

Respectfully submitted,

F. I. SHEEDER

Executive Secretary

LET THE CHILDREN COME  
TO SUCH BELONGS THE KINGDOM

WE PRAY AND WORK  
FOR EVERY CHILD:



To be treated as a person capable of important feelings, thoughts, actions, attitudes, decisions - created as a child of God with divine possibilities for growth.



To live in association with adults who have an active Christian faith, humbly seeking to know and to do God's will daily.



To have an understanding knowledge of the Christian heritage that leads to an intelligent faith.



To have opportunities to discover for himself through Christian relationships essential truths for living in God's creative universe.



To share in the life of a church which works toward the realization of a Christian community.

# FOR EVERY CHILD

## A CHARTER FOR CHILDREN IN OUR CHURCH

WRITTEN BY SYNODICAL CHILDREN'S WORKERS  
DEPARTMENT OF CHILDREN'S WORK  
EVANGELICAL AND REFORMED CHURCH

PICTURES BY RUTH SINGLEY ENSIGN

To the Members of the  
Board of Christian Education and Publication:

For Every Child -- The Charter for children in our church was developed by Synodical Children's Workers over a period of several years. At their first meeting Synodical Children's Workers began to think on the basic needs of children of the church.

At each succeeding meeting statements of those basic needs, were considered. We tried to think of needs -- not in terms of organization and equipment -- but rather function and fellowship.

The statements "For Every Child" as developed in the Charter are the results of those deliberations. The illustrations were made by Ruth Singley Ensign.

In the days ahead we hope to interpret this Charter in such a way that we will develop working plans for children in the church -- certain basic minimum essentials for work and fellowship for every child of every church.

Synodical Children's Workers present this Charter with a prayer that it might help the church family grow in its awareness of the children in their midst.

#### FELLOWSHIP CULTIVATION IN CHRISTIAN SERVICE TO CHILDREN

##### Background for Recommendations

Through a variety of ways in the past few years we have discovered in the fellowship of the Evangelical and Reformed Church, a capable group of children's workers chief of which are the Synodical Children's Workers and others discovered by them in their Synods. Participation by such persons in laboratory training schools, National Meetings of Synodical Children's workers, and denominational and interdenominational responsibilities has revealed a potential leadership on a volunteer basis for bringing new life and insight into the work with children of the church and the community. We are beginning to catch a vision or see the future.

During this past year letters like the following, received from persons who attended conferences led by these volunteer workers, strengthen this faith.

Somewhere in the U.S.A.  
September 14, 1949

"Dear Synodical Children's Worker:

Thanks for your kind note. I assure you it was a pleasure to be of assistance although it was so very little. All nine of our teachers who attended agree that this was about the best conference we have had for quite some time. All were particularly interested in the demonstration teaching, not only did it give us a definite example of what can be done and how to go about presenting the lesson material, but it stimulated our enthusiasm. Personally, I find that I sometimes get tired of my own method of doing things but can't seem to get out of the rut and into a new method until I have gathered a few new ideas from someone else. Those of us who attended your group feel that we gained a lot and truly appreciate your fine presentation. The same thing is true of those who attended the other departmental workshops. (They were demonstration classes)

You may remove my name but if I can be of any assistance to you in any way, just drop me a note and I'll be glad to do what I can.

We are having our annual Workers Retreat next Tuesday evening, with which we always start off our new school year, and we are looking forward with high hope for our work in the new year.

Thanking you for a most interesting conference session and with kind wishes, I am

Sincerely,

*A Children's Division Leader"*

There was a time when I looked forward to the merger because it would bring to our church the possibility of more full time State or Synod age group directors of Christian education. Perhaps that is still what we need, but during the February Cleveland meetings for Curriculum Interpretation an insight into a unique something in our church came to me which I would like to explore and expand.

I was deeply impressed by the quality of thinking and the spirit of our representatives at the Cleveland meeting, volunteer persons in Christian service on the Synod level. I began to question the wisdom of full time State or Synod age group and possibly directors of Christian education. Continued over-professionalization of Christian education may become a weakness. In our effort "to get a better piece of work done" we look to a full time person to do it. Too often that simply means "let George do it."

Every person (with exception of Rev. Nolte and he has an overload too) who came to the Cleveland meeting representing our E and R Churches has a full time and shall I say overload in his local church, and yet we dared to call him forth to a larger service in behalf of the Synod which he or she represented. I believe there are many more local church people who would be eager and willing to give time in Christian service on a similar basis if they received the same enlargement of vision and growing understanding which has been provided for Committee Chairmen, Youth Cabinet members and Synodical Children's Workers through our varied Training for Christian Service Opportunities.

Consecrated Christian leaders with vision and understanding serving as volunteers in Christian service expand the vision of the local group while keeping Synod and national activities close to grass roots.

A year ago I suggested to a Synodical Children's Worker doing an increasingly fine job in her Synod that she give up her local church work to establish more on-Sunday-contacts in the churches of her Synod. She replied, "What will I have to share with them if I am not working in a local church?" This spirit can be caught and expanded through fellowship cultivation in Christian service for children. I would like to try it, with full realization that "The Christian movement began in friendship". (Fosdick)

Therefore, I recommend the following program

In Christian Service for Children

(Please note all four features)

1. 1950 "Self Improvement Project"

Summer 1950 - Every Synodical Children's Worker participating in a major "Self Improvement Project" such as: (see also recommendation about National meeting from Executive Committee of the Synodical Children's Workers.)

Faribault Laboratory School - July 10-21

This is selected because it is a two week, resident interdenominational school

The Conference on Junior Camping, Dunkirk, New York  
May 29 to June 2.

The Day Camping Observation Opportunity  
Green Lake, Wisconsin - July 21 to 29

The International Children's Workers Conference  
August 7-9 and the World Conference on Christian Education, Toronto, Canada - August 10-17

The International Council of Religious Education Audio-Visual Workshop, Green Lake, Wis. Aug. 28-Sept. 2

Recommend: Our present Synodical Children's Workers and leadership development fund to be used to finance these "self improvement projects" -- one for each Synodical Children's Worker, summer 1950.

## 2. National Cabinet Meeting - Synodical Children's Workers

The Executive Committee of the National Cabinet met in Cleveland February 11th. They considered time and place of our National Meetings. Several factors influenced them. The 1950 summer provides several excellent "self improvement" opportunities in which we thought Synodical Children's Workers should participate according to their time schedule and arrangement. (See above list) Furthermore, it seemed to the Executive Committee that Synodical Children's Workers would grow by participating in February meetings of the International Council of Religious Education at least for a two year period.

Synodical Children's Workers including the four who are on the Executive Committee are to give from two to five weeks in the Spring Institutes. Others want to go to the Toronto meetings. A summer meeting date seemed difficult.

They considered the possibility of a National Cabinet Meeting in relationship to the Section meetings of the International Council of Religious Education in February 1951, and the "self improvement" program above for 1950 and recommended calling the Cabinet meeting for Friday and Saturday prior to the Council '51, asking members to remain in Columbus for the Council meetings the next week if possible.

The 1951 National Cabinet would need to be financed from that which remained of our current fund with possibly advance from the 1951 budget since the '51 meeting would be held before Board meetings.

Therefore, the Executive Committee

### Recommends:

- a. Synodical Children's Workers be helped financially (from available funds) to participate in one of the recommended 1950 "Self improvement projects" in place of holding a National Cabinet Meeting in '50.
- b. That the 1951 Synodical Children's Workers Cabinet meeting be called for Friday to Sunday prior to Section meetings of the International Council of Religious Education.

### 3. Annual Children's Workers Workshops 1951-54

The third feature of "In Christian Service for Children" would be a national Children's Workers two-week Fellowship Workshop for the cultivation of Synod-wide volunteers "In Christian Service for Children". Synodical Children's Workers would attend with at least four other workers one representing each age group, making five from a Synod, approximately 180 delegates. Laboratory training, experimentation in camping, and other features to be included in the activities of the workshop to be developed with other Staff persons. The yearly emphasis of the Church-Home Series would help determine content and activities. The program to be projected on a four year approach.

Recommend: The holding of National two-week Children's. Workers Workshop 1951-54.

### 4. Synod-wide Programs for a Similar Fellowship Cultivation of Leaders in Christian Service for Children.

After a two or three year period of this fellowship cultivation "In Christian Service for Children" Synodical Children's Workers and their teams would develop comparable fellowship workshops in their own areas.

## RELATIONSHIPS IN BEHALF OF CHILDREN WITHIN THE DENOMINATION

Children's work can never stand alone. Neither can the church develop a total program without a more complete awareness of children as a part of that church fellowship. Dr. Harner has pointed to this inconsistency on the church's attitude toward children in his book:

"The Church's attitude toward children in the past has been strangely ambiguous. On the one hand it has loved them sincerely, following the clear example of our Lord. It has bettered their station in every land whose shores it has touched. It has earnestly desired them for its membership, opening the doors of baptism and confirmation wide in order that they might enter. Except during the very early years of its history and the chief periods of missionary expansion, it has recruited its ranks primarily from among them. And yet it has made remarkably little real provision for them in its midst. Very infrequently has it spoken their language, or thought their thoughts, or adapted itself in any particular to their childish minds and tiny bodies." --Page 77, "The Educational Work of the Church."

The Protestant church, our Evangelical and Reformed Church has not really thought through the implications of children in its fellowship. The Department of Children's Work has not yet found the right way to speak in behalf of children in a church fellowship.

Children are the only persons in our society who are completely dependent upon others. This in one sense is an advantage. Every adult in one way or another is touched by the needs of children and is doing something for them. But the inability of children to speak for themselves presents a serious disadvantage. Adults forgetting their childhood fail to realize the new tensions, current problems and needs of children and children being what they are have no voice in that which happens to them in the church or elsewhere.

The child in our church, like the child in society is living in an adult world. The movie, the radio, television three great media for mass education absorbed by children all hours of the day and night are chiefly youth-adult.

At the same time most of the movies prepared by the Protestant Film Commission and other areas of the church are really for young people and adults. The major part of material produced by any one of the Commissions of our church are directed at youth and adults with not too much understanding of what a family approach or through-the-eyes-of-children might mean.

It would seem that the Board of Christian Education and Publication might at its annual meeting give thought and counsel to more effective ways of presenting concerns and needs of children to the Boards and agencies of the church -- and the church at large.

The Synodical Children's Workers have considered the possibility of requesting that representative children's workers be an ex officio part of some of the Boards and agencies of the church such as Commission on Evangelism, National Missions, International Missions, Christian Social Action, so that

- 1) the needs of children might be kept before the planning groups
- 2) the thinking and planning of the Boards or Commission might be channeled into work with children of the church.

Such appointments made from Synodical Children's Workers or other persons who have a major concern for children's work would help I believe to expand and strengthen the church's service to children. Synodical Children's Workers have recommended such relationships -- but we delayed action in view of the merger. Now it seems we should seek some such relationship.

Recommend: That the Board consider more effective ways of developing the awareness of the Evangelical and Reformed Church to the needs of children and ways of serving them in a church fellowship.

## SOCIAL ACTION IN BEHALF OF CHILDREN

Every National Meeting of the Cabinet faces the query, "What are we doing about much needed social action in behalf of children?" Synodical Children's Workers considering their responsibilities have said,

"Social action in behalf of children is not the primary responsibility of Children's Division Leaders, or the Synodical Children's Worker. Social action in behalf of children should become part of the planned program of the Commission on Christian Social Action.

"However, children's workers will always be responsible for speaking in behalf of the welfare of children and the Synodical Children's Worker should become aware of the social tensions which disturb boys and girls in Synod and should be constantly calling these tensions to the concern of those who plan for children.

"Children's workers should encourage committees of the denomination and the local church to include children in their thinking, planning and projecting and to provide opportunities for children to participate in projects of social action."

These thoughts however, have not led to much action. Now in view of the Mid-Century White House Conference on Children and Youth, to be held in December we need to act. In the secular field children are counted children until they are eighteen, so this action overlaps with the Youth Department.

The Committee on Religious Education of Children of the International Council of Religious Education, at least five or six years ago expressed a growing concern for the participation of Protestant churches in community programs for child welfare. Then CREC either accepted or opened the door for closer relationships with the Home Missions Council of North America, the United Council of Church Women, the Federal Council of Churches of Christ in America and the International Council of Religious Education in a committee known as "Inter Agency Committee on Child Welfare", with responsibility assigned to International Council of Religious Education. This Committee representing the four agencies just mentioned carried responsibility for the Protestant Conference on Child Welfare held in Columbus, Ohio October 18-19, 1949 and the church's part in the projected Mid-Century White House Conference on Children and Youth.

CREY has a similar relationship and Ethel Shellenberger has been serving as their representative on the Inter Agency Committee.

"The Nation's Children -- The Church's Responsibility" is the report of the findings of the Protestant Conference on Child Welfare held at Columbus, Ohio, October 18-19, 1949, by these four sponsoring

agencies. The Conference was called to help Protestants think through a philosophy of child welfare which should culminate in recommended programs of study and action; these programs to be carried out through denominational participation on a community and state level with secular organizations.

The findings of that meeting cannot be put into these minutes, but copies of "The Nation's Children--The Church's Responsibility" have been sent to Board members.

It seems that we need to develop national denominational relationships for the cooperation of our member agencies of the Inter-Agency Committee on Child Welfare, thus bringing together our representatives from the Board of National Missions, the Women's Guild, the Federal Council of Churches and the International Council of Religious Education. It may be wise also, to bring into such a committee arrangement lay persons who understand the implications for child welfare and represent the four agencies. This committee would then become our denominational Inter Agency Committee on Child Welfare, to plan on a national level, for these four agencies, an action program on the local church level so we could make recommendation with a united front.

It is possible that chairmanship of this committee should be lodged with the Commission on Christian Social Action, although responsibility has been assigned International Council of Religious Education. If such a committee is established, the representatives should consider possible relationship to our Commission on Christian Social Action.

The major point of action in behalf of "The Nation's Children" will come on a state, county and city level. (Please note page 7 of "The Nation's Children", the interpretation of the Governor's Committee of each state). However, we need to alert our church leaders to become active members on these committees when the opportunity is provided and to stimulate and guide their concerns.

Recommendation: That we ask the Executive Secretary to contact The Women's Guild, Board of National Missions and Dr. Goebel (the other three agencies involved) with a view to establishing a denominational Inter-Agency Committee on Child Welfare with representation from the four agencies on the National Inter-Agency Committee.

#### VACATION CHURCH SCHOOL

##### Vacation Church School Statistics

1948 (from blanks rec'd in '49)

		<u>Enrollment 1947</u>
Denominational Schools -	442	26,556
Community	"	12,672
	- 495	25,935
	"	12,338

Vacation Church School Teams

A team of two workers, Irene Balliet, Synodical Children's Worker and Constance Clapp, weekday church school teacher of Dayton, Ohio went to Hermann, Missouri for a two week vacation church school laboratory training experience last summer. Their report as well as the pastor's indicated real possibilities for the development of leaders in the ongoing church school program through such vacation church school laboratory experiences in the local church.

Following their experience and in consultation with team members, Synodical Children's Workers and the Staff, we developed some of the standards for enlistment of persons in a Vacation Church School Team and the participation of the local church.

Attached to this report is a mimeographed interpretation of Vacation Church School Teams as it has been circulated to pastors and those who might be interested in vacation church schools.

The Synodical Children's Workers decided at their Executive meeting that teams should be sent to a church only once.

A number of persons from Schauffler College, Bowling Green University, Eden and Lancaster Seminaries have been interviewed personally with a hope of having at least three teams to serve in three different areas or Synods this summer.

The suggested set up for team responsibilities in the local church for the three week period should be something as follows:

Thursday, team arrives prior to the opening of school on Monday and gets settled in homes and confers with the pastor.

Friday, meeting of the team members, local church school teachers and other adults who are to participate in the school to plan last details for the school and the relationships of the team members with the ongoing church school teachers.

Saturday and Sunday, team members appear in the various departmental groups which they are to serve during the vacation church school. Some member may be invited by pastor to present the vacation Church School Team idea to the entire church.

Monday morning, the vacation church school to start and to continue for a two week period closing on either Friday or Sunday of the second week.

During this two week period ongoing church school teachers and others would participate in training opportunities not only in the morning vacation church school period but also in the afternoon or evening according to time schedule. It is possible that the through-the-afternoon or evening-meetings would be held just on Tuesday, Wednesday and Thursday of both weeks.

Nebraska Synod has requested a team. Two other Synods have expressed interest.

#### The 1951 Vacation Church School Celebration

1951 marks the 50th Anniversary of Vacation Church Schools. Fifty years ago a young ministerial student participated in that school. Today he holds a foremost place among the ministers of our time.

Harry Emerson Fosdick was the young ministerial student who began his ministry, we might say, through the vacation church school.

Vacation church schools have served children of the church during the past fifty years. The International Council of Religious Education through its member agencies is planning a significant celebration in 1951 to mark the beginning of vacation church schools.

The Committee on Vacation Religious Education of Children of the International Council is carrying responsibility for planning the denominational and community-wide observance. To that end a special pamphlet for the celebration in the community or the local church has been developed.

The 1951 theme for vacation church schools on an interdenominational basis has been selected as the "Church and the Children".

Our Synodical Children's Workers decided we should promote the celebration and the theme as projected interdenominationally.

Vacation Church Schools will receive wide publicity in the fall of '50 and early '51. We will adopt the theme "The Church and the Children" for our vacation church schools in 1951 with the full realization that this repeats the major emphasis of the first two quarters of the 1950-51 church school curriculum.

However, in an effort to urge our churches to cooperate in every possible community wide demonstration we felt that this would be permissible. We hope to include in whatever guide is prepared for the vacation church school this interpretation and such additional resources as are necessary.

A 1950 pamphlet was again prepared centering in the theme, "God at Work In His World."

Field Work in Behalf of Vacation Church School

1951 will bring many opportunities for participation in inter-denominational promotion of vacation church schools. We hope that both Synodical Children's Workers and the National Director will help so to promote vacation church schools in the community.

For Your Information Only:Le Chambon, France

Since my visit to the Protestant village Le Chambon, in France, I have a continued interest in that community. This is really not a part of the Department of Children's Work report, but I thought Board members might be interested in what has happened at Le Chambon the past two years.

In 1948 it was possible to send to Le Chambon two persons, Verlie Smith and Eva Beck to do a vacation church school at the Le Chambon church through cooperation with Howard Schomer, resident American pastor in Le Chambon.

Following their school it was decided to send workers a second year. This time we were very fortunate in finding two women who spoke French fluently, understood creative methods in Christian education and "loved France", Mary Meeker and Eleanor Parker. The result of that second vacation church school team in Le Chambon has been very rewarding and I quote for your information from the reports both of the workers and the local group as follows:

Quoted from Rev. Howard Schomer's General Newsletter of 10/1/49

"For two weeks this summer more than fifty children enjoyed an opportunity unique in France -- a first-rate Daily Vacation Church School. In this second year of an experiment initiated by Miss Bernice Buehler of the Department of Christian Education of the Evangelical and Reformed Church warmly seconded by the International Council of Religious Education, an important new element was introduced. Miss Mary Meeker of George School, Pennsylvania and Miss Eleanor Parker of New London, New Hampshire, both knowing French as well as the current principles of religious education in the U.S.A., were asked by our pastor, Monsieur Mazel, to direct a workshop for pastors and Sunday school teachers of the area. The program of this school, thus observed and studied by a considerable number of the ongoing children's workers of the Protestant churches in France, should have a refreshing influence upon future Sunday School work in many French churches. Already a new practical demonstration school for next summer is being called for by various French colleagues."

Quotation from Le Pasteur du Chambon-sur-Lignon, Christian Mazel  
October 25, 1949

.....

"We felt and appreciated that the two young women wished to be in Chambon and enjoyed their stay there.

.....

"As pastor of the Reformed Church I thank you for your help in providing religious instruction this summer to isolated Protestant families. ....

"The repercussions of these lessons in France: We organized a study-group for French pastors and Sunday School teachers with the two American teachers. This study-period was most valuable to all concerned: reports on this work were written for several church papers. Pastors requested further information even from as far as Morocco. The regional delegate of the "Sunday School Association of France", Monsieur le Pasteur Gothie, has reported to the National Committee the practical results of our Chambon efforts.

"In the name of the children and the parents, the Sunday School teachers and the pastors, I wish to express our gratitude to those who organized this visit from afar. We pray the Lord that these young women take with them a warm memory of our real happiness."

As a part of the vacation church school the two teachers, Eleanor Parker and Mary Meeker were asked to conduct a workshop or retreat for the pastors of the area. Many of the pastors visited the school and the two American teachers participated in the retreat.

From the Letter and the Report of the Teachers we give the following:

"The retreat began with a discussion of general principles being followed by some American Sunday Schools. Then Eleanor Parker gave an account of what actually happens now in the Sunday School of which she is superintendent in New London, N.H. a town strikingly similar to Le Chambon. Certain materials of the New Curriculum (Presbyterian) had been mentioned in the first report. She told them how, in her church at present, these materials were appreciated but that they cost too much and could therefore not be purchased in quantity, although teachers use them for ideas. This statement seemed to shock the French pastors. That a church in America could not afford something - this was a new concept. From that moment on, they seemed to accept us as people with problems too, and not gods from another planet.

"Probably the most fruitful session of the retreat, for us, was the session on Monday afternoon at which the morning

observation of the school was discussed. The French pastors mentioned the following points as having impressed them:

"1. Our method of questioning which would lead children to think according to their own experiences and seek to share them with other children, rather than to give the "ready-made", catechism-like answer to a question, for the approval of the teacher, solely.

"2. Our willingness to let the children talk and move about, i.e. our calm acceptance of their nature as children.

"3. Our willingness to let them learn by their own mistakes, rather than hurriedly imposing the "right" course.

"4. Our 'infinite' patience, upon which they commented many times.

"5. Our emphasis upon freedom to choose between several alternatives.

"6. The joy seen in children's faces at the school.

"7. Student-planned worship services, which served to sum up the morning's activities, in which was often a litany composed that morning, or spontaneous prayer rising out of the work.

"8. Our 'application', as they chose to call it, of the 'lesson' to the life of the child, through handwork, service projects, dramatics (spontaneous), and worship.

"9. Oddly enough, our 'reverent' use of teaching pictures.

"Through the sessions, we emphasized the subordination of materials to the wise, devoted, Christian teacher.

"During the final week, M. Andre Perret, a Swiss pastor who edits materials for the Thursday required religious instruction in the State schools, assisted me at the school. It would appear that it is through the Swiss that we can be of most help to the French Sunday School movement. For the Swiss are at an intermediate plane, and they 'filter' our material, step it down, so to speak, as well as making it available in French. Exchanges of material with M. Perret have, therefore, already been begun.

"We were concerned throughout about what seemed to us, and to many of them, an over-emphasis on the chronological, and yet somehow piece-meal study of the Bible in France, without too much reference to large, continuing ideas or to the age and needs of the child. The witness of the confessional church made itself felt at several points, face to face with the developmental point of view. 'If', they questioned, 'we put material within the grasp of the child, if we furnish him with an atmosphere most conducive to the development of the human self, are we not conflicting with the church's teaching that the self must be surrendered to God?' Posed well, it was well answered by another French pastor! At present, however, lack of material, lack of

imagination in using what they have, lack of trained workers, too much emphasis on the school aspect, and too large numbers in Sunday School classes, quite thoroughly remove any qualms. At present, the difficulty is purely theoretical."

We had hoped that we might be able to send someone to Le Chambon again this year, but thus far no one has been found.

The Committee on Religious Education of Children of the International Council has become so interested in this project that at the February meeting the Children's Workers Fellowship Dinner was a sacrifice one at which time approximately \$200.00 was received for a worker to go to France. It is possible that we might yet find someone and travel space. The World Council is considering making this one of the work projects in Europe -- but such decisions need time.

#### PICTURES FOR CHILDREN EVERYWHERE

This project launched in the early part of 1949 has met with approval. To date we have received and turned over to the Board of International Missions to be sent on to the World Council of Christian Education the sum of \$1,576.28. This has been received from 223 groups in about 218 churches.

#### LEADERSHIP DEVELOPMENT FOR SYNODEICAL CHILDREN'S WORKERS

This designated fund has made several training opportunities possible: Four children's workers went to laboratory schools; a representative children's worker went to the Protestant Conference on Child Welfare; three Synodical Children's Workers participated in the Green Lake Camping Conference for Junior leaders; and four Synodical Children's Workers were helped to go to International Council meetings. This fund will help on the '50 "Self-improvement projects" if that recommendation is accepted.

This program is not limited to Synodical Children's Workers. Mary Roberts went to Faribault last summer and plans to go again this summer. Her insight and understanding of the children's work program as well as her unfailing willingness to work overtime have gained for the department the good-will of all who write for help. Those writing for help frequently address their requests to Mary knowing she will follow through. As one pastor, coming into the office while I was away, remarked: "You do all the work and Miss Buehler gets the credit." Certainly my expanding services would not be possible without her "follow through".

#### I.C.R.E. CHILDREN'S WORKERS CONFERENCE, TORONTO

The second National I.C.R.E. Children's Workers conference will be held in Toronto, Ontario August 7 to 9. We are allowed nine delegates including the Director. We are hoping to fill the quota with Synodical Children's Workers who will also be attending the World Convention immediately following.

## FIELD WORK

Field work has been somewhat limited: four weeks in '49 camps, member on Staff teams to two Synods; with age group meetings in two Synods including 21 meetings in the Pacific Northwest and participation in the National Christian Teaching Mission at an Allentown Church.

Have participated in a number of interdenominational meetings and given considerable time to the Children's Committee of the World Council of Christian Education to plan for children's work emphasis in the Institute, July 21 to August 10, and the Children's Workers Section of the World Convention August 10 to 16.

Have been invited to be one of the four children's workers from the United States to participate in the World Council's Institute on Christian Education prior to the Convention; to lead one of the afternoon children's groups in the Convention and to be a member of the Assembly of the World Council of Christian Education, August 17 to 19. (This latter is the legislative body of the World Council)

## JUNIOR CAMPING CONFERENCE

Eight persons attended the Junior Camping Conference sponsored by the CREC last September.

A second similar conference for Junior Camp leaders is projected for Dunkirk, New York the week of May 29th. The Dunkirk Conference is planned interdenominationally but is being administered denominationally.

## RECOMMENDATIONS FOR DISCUSSION AT BOARD MEETING

### Recommend:

- I. Synodical Children's Workers be helped financially to participate in one of the recommended 1950 "self improvement projects" in place of holding a National Cabinet Meeting in '50. (pages 4, 5)
- II. That the 1951 Synodical Children's Workers Cabinet meeting be called for Friday to Sunday prior to Section meetings of the International Council of Religious Education. (Page 5)
- III. Holding of National two-week Children's Workers Workshop, 1951-54. (Page 6)
- IV. That the Board consider more effective ways of developing an awareness of the Evangelical and Reformed Church to the needs of children and ways of serving them in a church fellowship. (Pages 6, 7)
- V. That we ask the Executive Secretary to contact The Women's Guild, Board of National Missions and Dr. Goebel with a view to establishing a denominational Inter-Agency Committee on Child Welfare with representation from the four agencies on the National Inter-Agency Committee. (Pages 8, 9.)

## TO THINK ABOUT

Church schools like public schools must critically and objectively rethink their work with children. Our Christian education methods are not perfect, but we cannot "go back". The writer of the following might be referring to work with children in the church.

"There has always been more faith in books than in experience as the source of authoritative information and so the written word and the ability to read it have been considered the cornerstones of education for generations. That the meaning of these written words is determined by the experience of the individual is a fact many people are beginning to realize but it is difficult to question and change old beliefs and practices even though research in child growth and learning can be verbalized with ease.

"Farmers learn that chickens lay better if hen houses have the proper amount of light, space, and air. Also they know that more and better milk comes from contented cows. But growth and happiness in children have no such immediate and tangible results in the minds of many people. Changes in educational programs and procedures may not be made until irreparable harm has been done. Even then such changes are very slow in coming although we have proof on every hand that happy, well children can solve their problems and clear up their confusions while unhappy children can not. And clarifying confusions and solving problems are fundamental purposes of education.

"Children who are pushed into activities which are beyond them become sick of heart, body, and mind or develop the feeling that education is a 'guessing game' as did the five-year-old boy who was taught 'reading' in first grade.

"Adults may be attempting to clarify their confusions and relieve their own tensions by putting this pressure on schools and children to return to the good old ways of teaching and learning reading. (or shall we say The Bible) 'Going back' to past practices rather than hope in the new and the future is the way by which many seek to gain security in the face of world-shaking events and problems. But Lot's wife never reached the promised land." --Ruth Andrus, chief, Bureau of Child Development and Parent Education, Division of Elementary Education, State Education Department, Albany, N.Y. From: Page 3, Childhood Education, September 1949

I would close this report with a word of appreciation to Staff members and especially Mary Roberts and Ruby Olyphant, assisting in secretarial work, for their Christian fellowship and understanding. I pray that we may have the vision and the wisdom to "go forward" in more effective Christian service in the Master's name.

Respectfully submitted,

Bernice A. Buehler  
Director of Children's Work

## VACATION CHURCH SCHOOL TEAMS

Sponsored by

Department of Children's Work  
Evangelical and Reformed Church

\* \* \* \* \*

Purpose

1. To help teachers of a local church (or churches) grow in understanding of ways of Christian teaching by working with a master teacher and boys and girls in a two week Vacation Church School.
2. To provide for children of a church (or community) a meaningful experience in Christian living through the Vacation Church School.

The Team

The team will be made up of qualified, experienced workers with children, selected by Synodical Children's Worker and the National Director of Children's Work.

## Team members:- -

Should have basic understanding of Christian truths and principles and educational understanding of how that faith is shared with children.

Should be able to work creatively with children, using purposeful activities suggested in the teacher-pupil materials.

Must be able to work with ongoing church school workers in helping them to evaluate their church teaching situation and ways of Christian education.

Should have studied the new book by Mary Alice Jones, "Guiding Children in Christian Growth" and be able to use it as the basic resource for the two hour study and evaluation.

Should have had a training experience to think through the best ways of carrying on their school.

Resources to be Used in the School

Resources used in the school will center about the theme for the 1950 Vacation Church School, "Finding God in Our World" with the respective courses.

A Nursery Class will be held as a part of the Vacation Church School only if,

The church has the recommended Nursery equipment

The church is willing to set aside one room for a graded experience for the three year olds

At least one parent and one teacher enroll as assistants

And only if a "trained Nursery leader" can be found to conduct the group.

Responsibility of the Local Church Accepting Vacation Church School Teams:

1. Planning for the Vacation Church School in advance of the coming of the teachers.
2. Publicizing it among parents and teachers.
3. Enrolling children and enlisting the interest of parents.
4. Enrolling as adult assistant or teachers in training:
  - A. Workers with children who teach in the Church School throughout the year and prospective teachers or workers.
    1. The church is to secure the participation of at least one-half of its workers with children in the Sunday Church School and one-fourth of that number as prospective teachers.

Thus, a church which has twelve teachers in the children's division for the Nursery, Kindergarten, Primary and Junior, should enroll:

    - (1) At least six of the twelve to serve as assistants to the master teacher (or give the additional two hour period) and
    - (2) At least three more persons as prospective teachers.
  - B. At least one parent for each age group to serve as the class parent for the period of the Vacation Church School.

These persons representing the teachers from the through-the-year church teaching program, prospective teachers and the parents should be willing to give at least a two hour period each day in addition to the teaching period for the talk-it-over and planning time with the master teachers.
5. Providing room and board for team the entire period, basic resources for use in the Vacation Church School and, if possible, a contribution toward travel expenses and honorarium.

Expenses for the Team

Team expenses would be provided in two ways:

The Department of Children's Work of the Board of Christian Education will help to provide the training opportunities for the team and contribute toward the travel expenses and honorarium of the team, depending upon need.

The church will provide room and board for team for the entire period, basic resources for use in the Vacation Church School and, if possible, contribute toward travel expenses and honorarium.

REPORT OF THE  
DEPARTMENT OF YOUTH WORK

1950

A Story

Once upon time there were two lovers. So great was their affection for each other they decided to be married. But there was opposition to the marriage and no one could be found to perform the ceremony. The lovers were very sad. Believing their love to be divinely sanctioned they had thought that there would be no human intervention. But, alas, they were mistaken. Denied the privilege of living together, the child soon to be born posed a problem. Each wanted the child; neither wanted the other to be without the child. What should they do? Their sadness was somewhat assuaged when identical twins were born. There was a fine healthy youngster for each of them. Nevertheless, these lovers were still worried. They lived side by side and knew the twins would want to dress alike, have the same kind of toys, and play together as all twins do. Will the community allow this, or will there be so much pressure that the twins will have to dress differently and be content to peak through the fence at each other?

(To be continued)

I. Youth Fellowship and Pilgrim Fellowship.

Virtually every aspect of the work of the Youth Department has been more or less governed by the status - continually changing status - of Youth Fellowship and Pilgrim Fellowship relationships. This has produced the peculiar and paradoxical feeling of moving forward, moving backward, and standing still, all at the same time. Hopes and plans have been blasted repeatedly for the past two years. But we are deeply convinced that "God works in mysterious

ways, His wonders to perform." Shattered hopes sometimes become the cradle of a new vision. We are praying and working to the end that this may be the case, but "it doth not yet appear what we shall be."

#### Resume of Developments "Before Brooklyn"

Four years ago the national bodies of Pilgrim Fellowship and Youth Fellowship created a joint committee to draft a Basis of Union. The committee worked hard and faithfully through several revisions and in 1948 the final draft was approved by both bodies. It was subsequently approved by the Division of Christian Education of the Congregational Christian Churches and our own Board of Christian Education and Publication.

The Basis of Union called for a National Council of 200, to meet every two years, and a Cabinet to meet periodically between the biennial meetings of the National Council. It was agreed that the new organization would be governed by the Basis of Union until a constitution could be adopted. Provision was made to call the first meeting of the National Council at the time of or shortly after the meeting of the first General Synod of the proposed United Church of Christ. Dates for the first National Council were set tentatively three different times. Throughout these discouraging experiences the young people of both Youth Fellowship and Pilgrim Fellowship were persistently patient, yet resolutely determined to move ahead.

There have been many joint activities during the past two years, notably the joint meetings of the executive bodies, joint meetings of YF and PF delegations to the Christian Youth Conference of North America at Grand Rapids, Michigan in 1948, and the National Conference on Christian Education at Lakeside, Ohio in 1949. Comparable activities were underway in many synods and conferences, some of which have moved far toward unification, e.g. Nebraska, where PF and YF published a common supplement to the Guidebook and monthly news sheet.

Two phases of the work of the fellowships advanced very far, namely, projects and publications. Common projects included:

1. Support of the United Christian Youth Movement.  
Joint goal: \$1,200.00
2. Study and support of mission work in Japan, with the Japan Christian University being one of the projects for Youth Fellowship giving.
3. Youth Reconstruction Fund of Church World Service, with European Church Camps being the project for financial support.

4. Correspondence with Foreign Young People (Pen-pals). Both Pilgrim Fellowship and Youth Fellowship groups are in correspondence with thousands of young people in Europe and Great Britain, sending gifts of various kinds from time to time.
5. National Youth Caravans, each made up of E & R and CC young people along with one young person from another race and one from another denomination.
6. The Lenten Giving Program, promoted by Pilgrim Fellowship for a number of years has been adopted by Youth Fellowship, and the 1950 program and projects were planned together. The projects are the Japan International Christian University, the Youth Reconstruction Fund (World Service), and two one-half scholarships for representatives of PF and YF to participate in an international work camp at Le Chambon, France.

The following publications were used by both groups: Youth Fellowship Kit, Junior-Hi Kit, United Church Youth, The Program File, and the Uniform Lesson materials.

Publications not yet combined were shared with each other, e.g., Leaders of Youth, Pilgrim Fellowship News Letter, and Lenten Devotions for Young People.

During this same period a Committee on Constitution, composed of members from the United Student Fellowship, as well as Youth Fellowship and Pilgrim Fellowship, and a Consultative Committee on Organization and Program worked diligently on a constitution that would provide for a simple but effective organization. Following is a brief description of the organizational pattern proposed:

A National Council composed of 300, functioning through a Youth Assembly (200) and a United Student Assembly (100), to meet biennially.

Three Commissions: Christian Faith, Christian Action, and Christian Fellowship.

Five Committees: Camps and Conferences, Promotion, Junior High, Study, and Finance.

A Cabinet, composed of officers of the National Council, the Youth Assembly, the United Student Assembly, Chairmen of the commissions, and the committees, and staff members to meet between the meetings of the National Council.

An Executive Committee to meet upon call.

Plans called for the work of the Constitution Committee to be reviewed by the executive bodies of Youth Fellowship, Pilgrim Fellowship, and United Student Fellowship at Columbus, Ohio, February 4, 1950. The object of this meeting was to have been the formulation of a common recommendation for consideration by the first National Council of the new youth fellowship and the United Student Assembly, both being slated to meet simultaneously at Bowling Green University, Bowling Green, Ohio, August 26 - September 1, 1950.

The officers and commission chairmen of Youth Fellowship and Pilgrim Fellowship met on February 3 and 5, the original purpose of the meeting being to correlate the reports of the commissions of each fellowship under the areas of the proposed new commissions: Christian Faith, Christian Action, and Christian Fellowship.

#### Resume of Developments "After Brooklyn"

The decision of a Brooklyn Supreme Court was the unfortunate background for the meeting of the officers and commission chairmen of Pilgrim Fellowship and Youth Fellowship in Columbus, Ohio, February 3-5, 1950. The correlation of commission reports was necessarily delayed. Instead, the groups met separately and then jointly and agreed on a course of action.

First, a statement to the Executive Committee of the Congregational Christian Churches and the General Council of the Evangelical and Reformed Church, expressing the sentiments of the young people was drafted, and a Proposal for continuing relationships between Pilgrim Fellowship and Youth Fellowship was adopted. Copies of this statement and Proposal are appended to this report as Exhibit A. In brief, the Proposal calls for the two fellowships to form parallel organizations along the lines suggested by the Constitution Committee, to meet at the same time and place, and to adopt common program.

The Proposal has been approved enthusiastically and unanimously by the members of the National Youth Cabinet. It has been sent to all Presidents of Synodical Youth Cabinets, Presidents of City and Area Youth Fellowship Federations, Chairmen of the Synodical Committees on Christian Education, and the ten advisers to the proposed National Council. The opinion of these people all across the church is favorable to the Proposal.

It is therefore recommended that the Board approve the Proposal for continuing relationships between Pilgrim Fellowship and Youth Fellowship.

### Developments "After Judgment"

The Brooklyn decision was first given orally. More recently "The Judgment" in written form has been released. At the time of this writing no interpretation of the Judgment with reference to the Proposal of Youth Fellowship and Pilgrim Fellowship has been received. For the moment, our plans are in a state of suspension.

### II. Organization of Our Youth Fellowship

From 1937 to 1947 our National Youth Cabinet was composed of approximately seventeen members elected by "paired synods." Though no constitution was ever adopted, the original precedent of a four-year term of office prevailed. In earlier days when the fellowship needed to become firmly established, this was a good arrangement. As the Youth Fellowship grew, however, there was a growing feeling that there should be a broader representation on the national body, that the term of office should be shortened, and the election of members staggered. In anticipation of an early consummation of the union, the term of office was not changed; in fact it was extended in order to retain experienced young people to see the merger through. Further delay in the merger led to some of our officers and commission chairmen literally "growing out of" the National Youth Cabinet, with marriages taking a heavy toll.

Among those entering the honorable estate was Miss Kathryn M. Kline, who was married to Henry Dyck in July, 1949. "Kitty," as she was affectionately known to thousands of young people in this country and abroad, served as Chairman of the National Youth Cabinet for more than four years. Much of our Youth Fellowship's growth and stability can be attributed to her leadership. She gave a year of service as a subsistence field secretary, visiting nearly every quarter of the Church. As Chairman of the United Christian Youth Movement and a member of the Youth Department Commission of the World Council of Churches, she made a lasting contribution to the whole ecumenical movement among Christian youth. Upon her resignation, Miss Betty Schrott of Buffalo, New York, Vice-Chairman of the Cabinet assumed the Chairmanship, and Dick Van Voorhis, Freshman at Heidelberg College, was recently elected Vice-Chairman.

In 1948 the membership of the National Youth Cabinet was expanded to include a representative from each of the thirty-four synods. For the Board's information and as a matter of record the roster of the present National Youth Cabinet and a list of the officers and commission chairmen are appended to this report as Exhibit B.

About five years ago, a plan of organization was adopted calling for the program of the National Youth Cabinet to be planned and executed by ten commissions. Synodical Youth Cabinets were asked to have six commissions, and local Youth Fellowships four commissions. This plan of organization has served many good purposes, including the attendance of each commission chairmen at the meetings of the corresponding board or commission of the denomination. Nevertheless, it has been too unwieldy and in many ways unsatisfactory.

All of this by way of saying the Youth Fellowship has reached a point in its development that calls for re-organization if it is to do its work with maximum effectiveness. A more representative national body and a simple commission plan that would be uniform at the national, synodical, and local levels, is the expressed desire of the present National Youth Cabinet and key young people in the synods. The plan of organization set forth in the Proposal is held to be desirable irrespective of future developments between Youth Fellowship and Pilgrim Fellowship. The question of the relationship between Youth Fellowship and the United Student Fellowship will, however, need to be taken into account and developments may suggest changes that should be made for the benefit of both young people in the Evangelical and Reformed Churches and Evangelical and Reformed students on college and university campuses.

It is therefore recommended that in the event the Proposal for continuing relationships between Pilgrim Fellowship and Youth Fellowship does not materialize, the Board authorize the National Youth Cabinet to re-organize the Youth Fellowship, following in general the plan of organization inherent in the Proposal.

### III. Relationship of the Youth Fellowship to the Official Bodies of the Church.

There seems to be a growing awareness in the Evangelical and Reformed Church that mature young people should be included in the membership of the official bodies of the Church. The pattern of the Congregational Christian Churches in this respect has been a wholesome influence on our denomination. Though the Presbyterial form of church government is, we think, the most ideal, it is not conducive to the election of young people to official bodies. They are rarely elected to consistories or church councils and therefore very seldom if ever, elected as delegates to synod. This in turn means young people are not elected to General Synod and hardly ever to the Boards and Commissions of the denomination.

Since there is likely little chance of young people becoming members of General Synod through the regular procedure of the Presbyterial system, direct representation from the Youth Fellowship, with members being elected by the National Youth Cabinet (or its successor) seems to be the most feasible procedure. Presumably an amendment to the Constitution would be necessary to make possible such representation.

The Youth Fellowship is an agency of the Board of Christian Education and Publication. We therefore seek the assistance of the Board in finding the proper solution to this problem.

It is recommended that the Board approve in principle the election of qualified young people to the official bodies of the Church;

Further, that the Board appoint a Committee to study, along with a committee from the National Youth Cabinet, the whole matter, and to formulate a specific proposal for representation to General Synod at its next meeting.

#### IV. Youth Delegates to General Synod.

The General Council authorized the election of ten young people to the first General Synod of the proposed United Church of Christ, but made no provision for expenses. Since this meeting has been cancelled, plans are underway to have the ten young people attend the meeting of our own General Synod. It is understood that they will have voice but no vote.

It is recommended that the Board make provision for the expenses of ten young people to attend General Synod.

#### V. Youth Associate.

For a number of years the National Youth Cabinet has expressed a desire for additional field staff, preferably in the form of a youth associate who would serve for a period of a year on somewhat of a subsistence basis. Pilgrim Fellowship felt the same need. As a result, the Executive Committees of the two fellowships in joint session took action to request the respective agencies to make budget provisions for this addition to our program, with each group assuming one-half of the expenses. This request is reflected in the proposed budget of the Youth Department.

The duties of a youth associate would include:

- a. Working with area youth organizations, etc.
- b. Helping local Youth Fellowships develop a more effective program.
- c. Recruiting young people for summer service such as work camps, caravans, etc.
- d. Serving as a leader in the summer camp and conference program.
- e. Representing our Youth Fellowships at interdenominational meetings.
- f. Presenting the youth work to adult groups, e.g. ministers' groups, women's groups, etc.
- g. Serving as a leader in the Youth Caravan training session.

A careful survey was made of prospective young people in both Youth Fellowship and Pilgrim Fellowship. It was mutually agreed that Kenneth Stokes, Chairman of the Personal Action Commission of Pilgrim Fellowship, was best suited to serve as youth associate. On the basis of approval by the Executive Committee of our Board and a comparable Congregational Christian group, Ken was challenged to serve both Youth Fellowship and Pilgrim Fellowship. He accepted the challenge.

In the meantime developments make it impossible for him to be employed jointly. Instead it is proposed that he be used in the work of our Youth Fellowship for a six-months' period, June 15 - December 15, 1950, and then with Pilgrim Fellowship for a similar period.

It is recommended that approval be given to employing Kenneth Stokes as youth associate for a period of six months.

#### VI. Youth Caravans.

After an enthusiastic response to the first National Youth Caravan, the National Youth Cabinet voted to expand the program in the summer of 1949, carrying it forward cooperatively with the Pilgrim Fellowship. Six caravans were wholly under the direction of the national program and a seventh, a local group of the Congregational Christian Nebraska State Conference, trained with the others and followed a similar pattern of work.

Of the thirty-three young people who served, twenty were Evangelical and Reformed, nine Congregational Christians, two Baptists, one Disciple of Christ, and one a member of the Evangelical Church in Germany. Their ages ranged from seventeen to twenty-

seven and there was a balance in sexes. Most of the group showed maturity and a sincere desire to give themselves wholeheartedly to a program of summer service in the church. The small number who did not adjust well to this kind of activity helps us to realize the importance of very careful selection and training. It has been encouraging to receive letters and application forms from a number of last year's caravan members who are seeking to continue to give Christian service in work camps, a year's service abroad and in migrant work.

In 1949, most of the time was spent in E & R Churches and camps since it was requests from E & R local groups which came to us. In all, more than seventeen synods were served. At a recent meeting in Cleveland, however, the situation of asking for caravans was reversed. By far the largest number of requests at that time came from Congregational Christian State Directors. Since then, however, a number of Evangelical and Reformed Churches have written to ask for caravans.

Having had financial support from the Commission on Christian Social Action, Board of National Missions, the Women's Guild, Youth Day and Camp Offerings, the Pilgrim Fellowship of the Congregational Christian Churches, in addition to the contributions from the churches where caravans served, made the program possible. The balance at the end of the summer was about \$500. It had been unnecessary to use any of the money budgeted by the Board of Christian Education and Publication.

Though the churches served made reports following a caravan's visit which pointed out both the strength and weakness of the visit, and we had a majority of favorable reports, it was not until February in Cleveland that we realized the real impact caravans had made on the youth work of many churches. At a meeting in which caravans were discussed, a large number of ministers who had had contact with caravans rose to speak of the increased attendance in youth meetings, the renewed vitality in area organizations, the interest in full time Christian service and many other advantages which had come as a result of the caravan program. Even a cynic would have been convinced that caravans have something valuable to contribute to the good of youth work.

We feel reasonably sure that the \$2500 written into the budget of the Youth Department for this project will be sufficient to carry the costs. However, it is very likely that the \$1500 promised by the Pilgrim Fellowship cannot be forthcoming. As a matter of fact, the future of Pilgrim Fellowship cooperating with us in caravanning is quite uncertain. Nevertheless, we would like to send caravans into Congregational Christian Churches which request them.

It is therefore recommended that the Board approve this policy.

## VII. Spiritual Retreats.

Sponsored by the National Youth Cabinet and carried out cooperatively by the Department of Youth Work and the Commission on Evangelism, a series of Spiritual Retreats were held in West New York and Southwest Ohio Synods last fall. The Retreats are designed to help young people participate effectively in the United Evangelistic Advance. The weekend program brought together young people interested in finding more satisfactory answers on faith, and a Christian's responsibility in helping others to understand Christianity and become a part of the Christian fellowship.

Rev. Fred Schweinfurth, Executive Secretary of the Commission, has given generously of his time in helping to plan the retreats and in securing outstanding guest speakers. Most of the expenses involved have been paid by the Commission.

Plans are currently underway for Spiritual Retreats to be held in three synods this fall, likely West New York (a planned sequel to the first retreat), Southern, and Philadelphia Synods.

## VIII. Youth Day.

Youth Day will again be observed the third Sunday in May. The theme for the 1950 observance is "Wherever Men Adore Thee," and Youth Day offerings will be divided among the projects of the National Youth Fellowship.

As the observance of National Youth Week, under the auspices of the United Christian Youth Movement, becomes more and more widespread, the need to have our own Youth Day come on denominational Sunday of Youth Week (last Sunday in January) becomes increasingly desirable. The present plan makes for confusion resulting in neither observance having the support of all our churches. The "case" has been brought to the attention of General Council, where it has been properly referred to the Committee on Correlation and Promotion, a number of times. The most recent request was supported by an overture from a synod, requests from our Board, the National Youth Cabinet, and an E & R Ministerium, and a study of the denominations revealing widespread adoption of Youth Week for denominational youth observance. Permission to change the date to January has consistently been refused.

On the other hand Youth Sunday, established as the third Sunday in May for many years, has for two years been designated for other observances involving denomination-wide gathering of funds.

Last year the day was used as an ingathering Sunday for the Commission on World Service. This meant that Youth Day simply was not observed in many churches and Youth Day offerings dropped from a usual, four to five thousand dollars to slightly over \$1,200.00. This year the third Sunday in May has been designated for a church-wide observance of the centennial of Eden Seminary, including lifting of offerings. The worth of both of these causes is, of course, recognized, but if we are forced to have our Youth Day the third Sunday in May it should not be encroached upon by other observances. Such encroachment plays havoc with our program of developing youth leadership, our income for projects, and our printing schedule.

Our primary concern is still the changing of our Youth Day to the first Sunday of Youth Week. To have at least four synods overture General Synod to authorize the change is one possible procedure. If the Board sees this as a procedure the following overture should be submitted to the synods for their adoption this spring:

"\_\_\_\_ Synod, believing that the Evangelical and Reformed Church should express its ecumenical spirit by cooperating in the major interdenominational observances of our country, overtures General Synod to authorize shifting our denominational Youth Day from the third Sunday in May to the first Sunday (denominational Youth Sunday) of the National Youth Week sponsored by the United Christian Youth Movement."

In any event,

It is recommended that the Board register a protest to General Council regarding encroachment on Youth Day by other observances and request that so long as the third Sunday in May is our official Youth Day, no other church-wide observance be scheduled on this Sunday.

#### IX. Girls' Guilds.

All girls' groups are the responsibility of the Department of Youth Work since an amendment was made to the Women's Guild Constitution at their Quadrennial Meeting in November. Letters have been sent to all local girls' groups suggesting ways to adapt their programs to the plan of the Youth Fellowship. Sixty-four of the 272 Girls' Guilds reporting for 1949 are dropping their groups in 1950. The sixty-four break down into the following:

- 13 Guilds report no officers for 1950
- 3 Guilds report disbanding
- 18 Guilds report becoming Circles of the Women's Guild
- 30 Guilds report merging with the Youth Fellowship

It is very important for youth work of our Church to have the continued interest and support of the women who have served girls' groups. During the period of transition, every effort is being made to encourage them to transfer the interest and same support formerly given to the girls to the total youth program. Letters coming to the office indicate a certain amount of misunderstanding, but we trust the end result of the action of the Women's Guild will be a stronger and more united youth movement.

#### X. Junior High Work.

No special emphasis was put on Junior High Work during 1949. There are several reasons for this. In anticipating joining forces with the Youth Staff of the Congregational Christian Churches where a Junior High program is more completely developed, it seemed superfluous to build a parallel structure. Also, with the added responsibility of an expanding caravan program, there was not sufficient time to give to Junior High Work.

In many groups, young people of Junior High age have been included in the over-all youth group; the number of separate Junior High Fellowships is comparatively small. This does not mean we are giving them the attention they deserve, however. In the light of recent developments, a way will be found to give them the care they would have had, had the merger been consummated in June.

#### XI. Projects.

The Executive Committee of the National Youth Cabinet has recommended that the current projects be continued until the next meeting of the National Youth Cabinet or its successor. New projects recommended for adoption include:

Race Institutes and Scholarships for Negro Students  
In Our Colleges  
The Girls' School in Baghdad  
Seminaries in Europe  
Displaced Persons, both in this country and South America

It is recommended that the Board approve these projects.

#### XII. Publications.

How well United Church Youth, now Youth, the bi-weekly newspaper which replaced Youth magazine as of January 1, 1950, is being received cannot yet be determined. A good many unfavorable reactions

have been received, but a certain amount of that could be expected with almost any change. An extensive promotional campaign is underway. Approximately 70,000 sample copies, sufficient for distribution to all young people in churches not now receiving Youth, have been sent out. The potential circulation is more than large enough if we can successfully meet the reading needs and interests of our young people. Much as we deplore the fact that Youth will not be used by Congregational Christian Churches, it will now be possible to gear the publication directly to our own program. This should enhance its usefulness and increase its circulation.

There has been a reasonably fair transition from the How's to the Youth Fellowship Kit and the Junior-Hi Kit. The records of our Periodical Department show 452 subscriptions to the Youth Fellowship Kit and 237 to the Junior-Hi Kit. In addition, 66 Youth Fellowship Kits and 33 Junior-Hi Kits have been handled through our denominational bookstores. Mimeographed guidance material, "Tips," relating the contents of the Kits to our youth program is being distributed quarterly to all Kit subscribers.

Though there were nearly 400 subscriptions by co-ed youth groups to How for Groups Meeting Monthly, the subscriptions to the 1950 packet of Programs for Groups Meeting Monthly total only 39.

Building Your Youth Program was enlarged to serve as a guide for advance planning. Ten thousand were distributed.

During 1949 930 Youth Fellowship Guide Books were sold despite the fact that it is very much outdated. Plans for a new guide book will go forward as soon as impending developments in our Youth Fellowship organization crystallize.

Sales of the Youth Worker's Kit totaled 154.

Our stock of The Youth Cabinet Recommends is depleted. A digest of project descriptions is being prepared in pamphlet form for use this spring and summer. By fall developments should be such that we can go forward with a new edition.

Leaders of Youth continues to meet a real need and is circulated quarterly to approximately 6,000 pastors, advisers, and presidents of Youth Fellowships.

The 1950 Confirmation Reunion Service, "A Living Sacrifice, Holy, Acceptable Unto God," is expected to have a circulation of approximately 7,500.

An imprint of 12,000 copies of the Youth Day Service, "Wherever Men Adore Thee," is being made, and offering envelopes will be supplied free with each order.

### XIII. Frequency of Youth Fellowship Meetings.

We have always been quite uncertain about the number of meetings Youth Fellowships were having. This year a question was included on the Christian Education Statistical Blank concerning the frequency of meetings. The results of the study of 1577 blanks received to date are given in Exhibit C. Perhaps the most startling fact the chart reveals, however, is the large percentage of churches which report no Youth Fellowship organization at all. We may take direction from these figures, then, in making program plans and in making field work more effective.

### XIV. Staff Activities.

Both the Director and Associate Director have spent a great deal of time in the field despite the heavy demands of joint meetings incident to the expected merger and various phases of interdenominational work. Field work directly related to our youth program was carried on in twenty-one synods. In addition, participation on the Christian Education Conference teams, fall meetings of synods, a National Christian Teaching Mission and other activities took many days in a number of other synods.

Of particular value and interest was the National Christian Teaching Mission at Allentown, Pa. Typical of several reports received from host pastors are such comments as these: "Yesterday one of our Primary teachers came into the church with four new children. That happy experience has been repeated several times."...."Six new members were received into church membership last Sunday as the result of the Teaching Mission."...."Also we are now co-ed in the Junior Department, the Junior High Class, the Senior High Class, and the Young Adults. A post-high class is in the making."

Some of the interdenominational activities include: Young People's Section of International Council of Religious Education, Association of Youth Directors, Committee on the United Christian Youth Movement, Protestant Committee on Boy Scouting, Protestant Advisory Committee on Girl Scouting, Youth Committee of Church World Service, Missionary Education Movement, Inter-Agency Committee on Child Welfare, Youth Committee of the Japan International Christian University Foundation, and United Christian Youth Movement Regional Conference.

Something of the activities of the office may be gleaned from the fact that 3,788 letters, exclusive of mimeographed ones, went out from the Youth Department during 1949. A large measure of the credit for this and other phases of our work is due to our efficient secretaries, Misses Clara Aughinbaugh and Beryl Richardson. This annual citation of appreciation of their services is a formal way of saying what we feel each day.

Some of our sixth floor neighbors chided us upon being "demoted" to the second floor. The demotion was a welcome one, enabling us to be physically as well as spiritually a part of our Christian Education family. The new suite of offices are comfortable and cheerful, and we are grateful to the Board for having made them possible.

Each year we become increasingly aware of the privilege we have in working with members of a Board and Staff among whom there is such fine fellowship, cooperation, and devotion to the cause of Christian Education. A new sense of mission and dedication to the tasks ahead will, we hope, compensate in some measure the shortcomings of our department during the past year.

Respectfully submitted,

A. Wilson Cheek, Director of Youth Work.

Ethel A. Shollenberger, Associate Director  
of Youth Work.

## Exhibit A

A PROPOSAL - regarding continuing relationships of Pilgrim Fellowship and Youth Fellowship.

In faithfulness to the expressed sentiment and judgment of the Pilgrim Fellowship and Youth Fellowship, it is imperative that a plan be worked out to assure the maximum ongoing cooperation. It is proposed, therefore, that a mutual agreement in the areas of purpose and programs and patterns of organizations of the two youth fellowships be developed to the fullest possible extent.

The following specific recommendations are therefore proposed:

1. Pilgrim Fellowship and Youth Fellowship each reaffirm its support of the merger and express its hope for early consummation.
2. Each fellowship adopt as its own a common statement of purpose based on the one set forth in the Basis of Union for the proposed youth fellowship.
3. Each fellowship adopt as its own a plan of organization, commission set-up, committees, officers, etc., based on those plans set forth in the report of the Joint Committee on Constitution.
4. Pending further action on the merger, each fellowship continue its identity as a separate organization to the extent of keeping its present name, electing its own officers in the manner determined by itself, and by maintaining its present relationship to the denominational board or agency.
5. A national meeting of each fellowship be held at the same time and place; that the exact nature of such a meeting, - size, etc., be worked out in consultation between the two fellowships, and that it take into account the present differing patterns for providing representation at the national level.
6. The interim meetings of the respective executive bodies of the two fellowships be held at the same time and place.

Exhibit A  
(cont'd)

7. The programs recommended by the fellowships to their local churches, as set forth by the commissions, committees, etc., be identical as far as possible.
8. Where possible, program and other material be prepared and published jointly. Attention should be called to the fact that the same curriculum is to be used in the youth field.
9. Representatives from each fellowship to interdenominational meetings be chosen in joint consultation.
10. Reciprocal representation on the executive bodies of Pilgrim Fellowship, Youth Fellowship, and the United Student Fellowship be continued.
11. Wherever possible, State or area organizations be encouraged to proceed with the development of cooperative work.

It is recommended that the above proposals be adopted by respective representative meetings of the two fellowships held at Bowling Green University, Bowling Green, Ohio, August 26-September 1, 1950.

Columbus, Ohio  
February 4, 1950

Exhibit A  
(cont'd)

Columbus, Ohio  
February 4, 1950

## Greetings:

We are stunned by the outcome of the New York trial, which was a blow to all our hopes and plans for the future of the youth of the two churches.

We realize that in Cleveland you will be searching for answers to the immediate situation and we will hold you in our thoughts and prayers during your sessions.

The two youth fellowships are planning to work through parallel programs and fellowship together as outlined in the attached proposal which will be submitted to the national meetings of the two fellowships next August.

However, we realize that we are a part of the larger church and want to cooperate with all proposals concerning the relationships between the two denominations. Therefore, we will take no action contrary to the program of our parent churches.

The most important thing is that we seek God's answer that the greatest good for all may be found, so that we can make the most meaningful witness toward united Christianity.

Respectively,

President, National Council,  
Pilgrim Fellowship.

Chairman, National Youth Cabinet,  
Youth Fellowship.

To  
The Executive Committee  
Congregational Christian Churches  
and  
The General Council  
Evangelical and Reformed Church

## Exhibit B

ROSTER OF THE NATIONAL YOUTH CABINETSynod

California	Jo-Ann Walker, 9052 Harlan Ave., Los Angeles, Cal.
Central Pennsylvania	William Groover, 237 S. Third St., Lewisburg, Pa.
Dakota	Dan Giebelhaus, Vegreville, Alberta, Canada
East Pennsylvania	Janice Pastorius, 608 Pine St., Catasauqua, Pa.
Iowa	Marilyn Schutte, 235 E. Main St., Marshalltown, Iowa
Kansas City	Charles Schler, Star Route, Boonville, Mo.
Lancaster	Anna Mae Snyder, 1113 Mifflin St., Lebanon, Pa.
Lehigh	
Magyar	
Mercersburg	Rev. Andrew Harto, 21 Lexington Ave., South Norwalk, Conn.
Michigan Indiana	Raymond Erney, 129 N. Belvidere Ave., York, Pa.
Missouri Valley	Jane Schaefer, 132 Walnut St., Wabash, Ind.
Nebraska	Verna Nichaus, 5434 Thrush, St. Louis, Mo.
New York	James Tomasek, 2916 Vine, Lincoln, Nebr.
Northeast Ohio	Robert Avery, 317 E. 187th Ave., Bronx 57, N.Y.
Northern	Janet Koch, 5306 Ira Ave., Cleveland 9, Ohio
North Illinois	Berdell Meiners, Dorchester, Iowa
Northwest Ohio	Betty Rohde, 2230 Knox Ave., Chicago 39, Ill.
North Wisconsin	Janice Kellermeyer, Heidelberg College, Tiffin, O.
Pacific Northwest	Mark Friedley, 430 Vollrath Blvd., Sheboygan, Wisc.
Philadelphia	Barbara Coyle, 6009 N. 11th St., Philadelphia, Pa.
Pittsburgh	Donald Flick, 102 Poplar St., Grove City, Pa.
Potomac	Bronson Staley, 1 Russell Ct., Baltimore 7, Md.
Reading	Helen Kaucher, 1339 Moss St., Reading, Pa.
Rocky Mountain	
Southeast Ohio	Joann Philabaum, 710 Crater Ave., Dover, Ohio
Southern	Helen Holt, Julian, N.C.
South Illinois	Edward Oppermann, Trenton, Ill.
South Indiana	Roy Lausman, Eden Seminary, Webster Groves, Mo.
Southwest Ohio	William Jacobs, Quadrangle, Oberlin, Ohio
South Wisconsin	Ruth Fitch, 3618a W. Burnham St., Milwaukee 4, Wisc.
Susquehanna	Carl Gernhardt, 47 W. 7th St., Hazleton, Pa.
Texas	Kathryn Scheef, Schauffler College, 5115 Fowler Ave., Cleveland 4, Ohio
West New York	Betty Schrott, 92 Timon St., Buffalo 11, N.Y.

Members-at-Large

Dick Van Voorhis, Heidelberg College, Tiffin, O.  
 Barbara Doitz, 301 Prospect St., New Haven, Conn.

Advisers

Mrs. Kenneth Bishop, 600 W. Springfield Rd.,  
 Springfield, Pa.  
 Rev. T. J. Rasche, 107 Wabash Ave., Belleville, Ill.  
 Rev. Charles Schwantes, 1505 Race St., Phila., Pa.  
 Dr. Nevin C. Harner, 523 W. James St., Lancaster, Pa.  
 Prof. H. A. Pflug, 121 Park Rd., Webster Groves, Mo.

Exhibit B  
(cont'd)OFFICERS OF THE NATIONAL YOUTH CABINET

Chairman	Betty Schrott, 92 Timon St., Buffalo 11, N.Y.
Vice-Chairman	Dick Van Voorhis, Heidelberg College, Tiffin, Ohio
Secretary	Anna Mae Snyder, 1113 Mifflin St., Lebanon, Pa.
Treasurer	Donald Flick, 102 Poplar St., Grove City, Pa.

COMMISSION CHAIRMEN OF NATIONAL YOUTH CABINET

Greater Fellowship	Roy Lausman, Eden Seminary, Webster Groves, Mo.
Editorial	Dick Van Voorhis, Heidelberg College, Tiffin, Ohio
World Service	Janet Koch, 5306 Ira Ave., Cleveland 9, Ohio
Community Service	Verna Niehaus, 5434 Thrush, St. Louis, Mo.
Stewardship	Anna Mae Snyder, 1113 Mifflin St., Lebanon, Pa.
Worship and Study	Betty Schrott, 92 Timon St., Buffalo 11, N.Y.
Synodical Fellowship	Ruth Fitch, 3618a W. Burnham St., Milwaukee 4, Wisc.
Devotional Life	Janice Kellermeyer, Heidelberg College, Tiffin, O.
Junior High	Helen Holt, Julian, North Carolina
Student Fellowship	Barbara Doitz, 301 Prospect St., New Haven, Conn.

Name of Synod	No. of Ch. Ed. Stat. Blanks	No. with no Y.F.	No. with weekly meet.	No. meeting twice a month	No. meeting monthly	No. with less than one meeting monthly	Fre- quency of meeting not given
Calif.	11	2	2	7	2		
C. Pa.	59	25	13	8	17	2	1
Dakotas	21	9		2	9	1	
E. Pa.	40	14	8	7	13	1	1
Iowa	55	7	7	19	24	1	1
Kan. Cy.	49	15	5	19	14		1
Lanc.	75	30	23	14	19	1	
Lehigh	51	25	9	6	15		1
Magyar	19	7	5	2	6		
Mercers.	73	24	23	11	27	1	1
Mich. Ind.	57	7	9	24	30		2
Mo. Valley	44	10		18	29		1
Nebraska	33	12	2	7	15		
New York	20	7	5	4	7		
NE Ohio	30	5	16	18	3		
Northern	42	16		11	16		
N. Ill.	66	11	8	22	35		2
NW Ohio	61	10	11	15	36	1	2
N. Wis.	41	5	5	13	22		
Pac. N.W.	8	4	2	2			
Phila.	53	15	16	16	14		1
Pitts.	75	26	23	14	20	1	1
Potomac	55	29	13	8	8		
Rocky Mtn.	14	4	7	2			1
Reading	62	30	13	12	19	1	
SE Ohio	59	27	16	15	10		
Southern	50	18	22	9	7		
S. Ill.	70	16	2	21	39	1	
S. Ind.	58	9	16	16	31		3
SW Ohio	59	25	9	16	21		
S. Wis.	58	22	3	11	31		1
Susq.	46	24	9	4	10		
Texas	28	8	3	12	5		
W. N.Y.	35	7	9	20	11		
Total	1577	506	314	405	534	11	20

Youth Fellowship Statistics from Christian Education Statistical  
Blanks

## THE DEPARTMENT OF STUDENT WORK

To the members of the Board  
of Christian Education and Publication

Eighty percent of the leadership of our nation comes from the six percent of our people who attend colleges and universities. A. Whitney Griswold, president-elect of Yale, says, "What happens at Yale and the small company of American, British, and European universities.....will determine the whole course of education in those countries in the next half century: and it is not too much to expect that the character of their political and social institutions will reflect the character of their schools and universities."

Whether this effect of colleges and universities upon our society is for good or for ill depends to some extent upon how forcefully and effectively a vital, dynamic and prophetic Christianity gets into education. This is the responsibility of the church; and specifically of the Board of Christian Education and Publication of the Evangelical and Reformed churches.

## UNITED STUDENT FELLOWSHIP

In the midst of retreat from cooperative endeavors and projected cooperative plans as a result of Judge Steinbrink's decision regarding the merger, the United Student Fellowship looks forward to continued life. We hope this will be possible because the Congregational Christian students and the Evangelical and Reformed students did not make their decision to unite contingent upon the union of the two denominations. The constitution states that the United Student Fellowship is composed of the students of the Evangelical and Reformed and Congregational Christian churches, responsible to their respective boards - the Division of Christian Education of the Congregational Christian churches and the Board of Christian Education and Publication of the Evangelical and Reformed church. It would be unfortunate if the work nationally and locally had to be separated, for in the two years of united work the ministry to students of both denominations has been strengthened.

The first conference for ministers to students of both denominations is planned to be held at Eden Seminary July 19-26, with about 100 in attendance. We anticipate this being a significant aspect of our continued ministry to students. Since the student constituency is always changing, we look to the minister to students to provide the needed continuity in the work.

Plans are also underway for the second biennial assembly of the United Student Fellowship to be held August 26 to September 1, at Bowling Green University, Bowling Green, Ohio. This was originally planned to be held in conjunction with the first National Council of United Church Youth. It is hoped that the three groups will still be able to meet together, although with different intentions.

#### LOCAL AND SYNODEICAL DEVELOPMENTS

**Pennsylvania:** The Pennsylvania program for student work involving the cooperation of the nine Pennsylvania synods got underway this past year with eight of the synods participating financially. The Rev. Clayton Ranck terminated his ministry to students at the University of Pennsylvania last August. Under the direction of the Pennsylvania Intersynodical Committee on Student Work, the Rev. Hartland Helmich was called to fill this position. The cooperation with the Congregational Christians continues as before and Mr. Helmich is recognized as a member of the staff of the Student Christian Movement of the Middle Atlantic Region.

**Ohio:** In cooperation with the Ohio Conference of the Congregational Christian churches, the four Evangelical and Reformed synods of Ohio have decided to purchase a house for a student center near the campus of Ohio State University and employ a full-time minister to students to begin work September 1, 1950. This is in addition to the work they are cooperating in at Kent State University, Bowling Green State University, and Miami University.

**Indiana:** For three years South Indiana Synod has been largely responsible for a ministry to students at the University of Indiana under the leadership of the Rev. Robert Nagel. Two years ago a house was purchased for a student center and is nearly paid for. The Rev. Louis Gunnemann continues to do an outstanding work with students at Purdue University, while carrying the heavy responsibilities of his church.

**Missouri:** The work at The Chapel, Columbia, Mo., continues to grow. Two years ago the house adjacent to The Chapel was purchased as a residence for the minister. Now a campaign is underway to raise \$30,000 to expand the facilities of The Chapel to meet the increased needs.

**Michigan:** At the University of Michigan, Ann Arbor, where the Disciples and Congregational Christians have been united in student work, the Evangelical and Reformeds this past year made it a three-way cooperative program.

These are the new developments in our student program. Elsewhere the work continues as before.

### ECUMENICAL STUDENT WORK

To meet the demands for an effective program of student work in the United States, many changes have been necessitated which have drawn the denominational agencies and the YWCA and YMCA into closer cooperation. Perhaps the most significant of these changes was that which in 1945 brought into being the United Student Christian Council. This became the structure of cooperation wherein fourteen nationally organized Christian agency groups began to work together in the student field in the United States. As yet this is only a federation of national student agencies without regional or local membership. The cooperative work that is being done through this federated agency has again brought us to the point where we are convinced it must become more than a federated body. There is a continued urgency for a structure that will make possible a more united Christian approach to the college and university campuses. Exactly what the structure will be we do not yet foresee; at one time it seemed possible to have a United States Student Christian Movement. This seems less possible now and perhaps only four or five of the agencies will be able to unite their efforts. A committee appointed by the United Student Christian Council is now working on these possibilities. Since we have not officially expressed ourselves on this and since we are represented on the committee, we need some direction from the board. Recommended - that because we believe that united effort is the most effective way of making a Christian impact upon campuses, we express ourselves as being in favor of moving as far as possible in the direction of united student work.

### INTERCOLLEGIAN

The Intercollegian, a periodical for students, has been published in one form or another since November 1878 by the student YMCA. The YMCA now feels that The Intercollegian should lose itself in becoming a part of a more truly ecumenical publication for students published under the auspices of the United Student Christian Council. This invitation has been expressed to the United Student Christian Council and during the coming year a decision will have to be made. This means that the member agencies that make up United Student Christian Council will be asked to express themselves. Under its present operation the magazine has needed a \$7000 yearly subsidy. This probably could be reduced some by its becoming an instrument of all the agencies in United Student Christian Council. Recommended - that the board look with favor on the above suggestion and commit itself to its proportionate share of the cost.

### LIFE ENLISTMENT

During the past year the responsibility for the work of the Life Enlistment Committee has been placed in the Student Department. At the present time we have on file the names of 1600 young people in various stages of commitment to full-time service in the Church.

We are keeping in contact with these by letter, literature and personal conferences whenever possible.

At its last meeting the Life Enlistment Committee felt that more opportunity was needed for personal conferences with these young people. To meet this need it was decided to try, this year, four or five one day area conferences. The first one is being planned for April 29 at Eden Seminary. We hope it will be possible to hold others at our church-related educational institutions.

#### THE PRESENT SITUATION

As nearly as we can estimate, there are 20,000 Evangelical and Reformed young people in colleges and universities. As of February 27, 1950, 1333 were in our church-related colleges with distribution as follows: Heidelberg, 309; Hood, 45; Cedar Crest, 48; Franklin and Marshall, 236; Catawba, 117; Ursinus, 158; Mission House, 108; and Elmhurst, 312. The Board of Christian Education has been delegated the responsibility for providing a Christian ministry for the 18,700 students not in our church-related colleges. To fulfill this responsibility, the Church has in its national budget through the Board of Christian Education and Publication an item of \$4000. This means that we estimate it to be worth \$.21 yearly per student to provide the leaders of tomorrow a Christian nurture during these significant years at college.

Only for the purpose of making the above picture more clear to us is a comparison made to another phase of our church's participation in higher education. The total enrollment in our church-related colleges is about 5000, of which 1333 are Evangelical and Reformed young people. For participation in this area of Christianity in higher education, our church has written into its 1950 budget \$213,700.00. Or if you figure it on the basis of the total enrollment of 5000 students, our church has made provision in its budget to spend \$42 for every student in our church-related colleges.

Another indication of what the Commission on Higher Education believes it is worth to provide Christian nurture along with secular education is revealed by a formula the finance committee worked out to arrive at the amount the church should give to each college. (This formula was not accepted by the finance committee of the General Council.) Three items in this formula are: each college should receive a basic \$10,000; each college should receive \$10 for every student enrolled; each college should receive an additional \$30 for every Congregational Christian and Evangelical and Reformed student enrolled. The fourth item in the formula called for an additional amount dependent upon the amount of endowment. This again would indicate that the commission thought it worth about \$42 per Evangelical and Reformed student to have Christian nurture along with his secular education.

The great majority of our young people will continue to attend other than our own colleges. Their souls are worth as much as those

attending our church-related colleges. When they graduate they will be in just as influential positions of leadership as any other young people attending college now. Would it not be conservative and realistic to think in terms of investing, not \$42 per student per year, but \$5 per student to provide Christian nurture to this vast group while they are in college?

It is hoped we will look forward to participation with other denominations in making a Christian impact upon higher education. This means participation with denominations that think in terms of spending \$10 per student annually. We must be prepared to participate.

Respectfully submitted,

Charles Schwantes  
Director of Student Work

## REPORT OF THE DEPARTMENT OF ADULT WORK

1950

I. Adult WorkA. Young Adults

Probably the most gratifying portion of our work is our experience in the young adult field. Last year, we issued our first Young Adult Guide Book for young adult groups. We offered it for the sum of 25¢, although actual printing costs amounted to 27½¢. It was favorably received. In order to present sufficient guidance, we packaged the Guide Book, offering a Young Adult Packet for the sum of \$ 1.25. The packet contained the following materials.

1. Young Adult Fellowship Guide Book, 1949
2. Young Adult Handbook, by Robert S. Clemmens
3. Handbook for Recreation Leaders
4. Worship Services for Special Days
5. Adults Study Together
6. Decision Through Discussion
7. Learning for Life Interest Finder

We have sold five hundred of these packets to date, and orders are coming in daily now for the Guide Book and packet.

The 1950 Guide Book was prepared by some eight pastors and leaders from the Evangelical and Reformed Church and the Congregational Christian Churches. We increased the amount of program material for 1950 and raised the price of the program Guide Book to 50¢ each.

The 1951 Guide Book will contain some fifteen young adult programs developed, used and written-up from our churches across the denomination. In keeping with our ecumenical spirit, we shall ask Congregational Christian pastors and leaders to assist us. The Department of Adult Work and Family Life of the Congregational Christian Churches purchased five hundred copies of both the 1949 and 1950 Guide Books. It appears that we are the first denomination to provide program material for young adult groups.

B. Adult Study Classes and Groups

The entire adult education program (secular and religious) has come of age in a number of ways within the last year and a half. It is gratifying to notice how the discussion method is taking hold in the dry country of adult church school classes where only the lecture

method - the direct watering process - was used before.

In addition, the whole emphasis on letting adults select their own study material, teacher and meeting time on a democratic basis has stimulated the use of a variety of materials and methods heretofore thought too unconventional for the church. Now, adult groups are using films, slides, film strips, records, charts (turn-over and tear-down) along with teaching methods like reports, question and answer, and projects.

The discussion 66, (six people, with chairman and secretary, discuss a subject for six minutes to gain the mind of the total group. In circles not so "well-bred" it is called the buzz session), role playing, psycho-drama and small committee work all tend to help adults approach the matter of study with new vigor and enthusiasm.

The pressure of world events, the lack of a strong enough faith, and the insecurities that accompany world disorder have caused adults to search for help in so many ways, and in so many places. In this their hour of need, the church must have some positive answers for individuals and groups groping toward the light.

#### C. Some Things to Do

We recognize that there must be a strong emphasis upon cooperation between church and home. Much more help needs to be provided for adult study groups on Sunday morning and through the week. There must be a greater correlation between the work that all adults in the local church are doing. We must help bridge the gap between one local church and another. It is necessary to help adults see the many other agencies in the community working for some of the same goals that the church is interested in bringing to pass, and which it must, of a necessity, be delegated to those organizations.

We are concerned about the matter of table grace in the home, the development of the family altar, building of an excellent home library, the reading of church school literature and the official organ, THE MESSENGER, of our church.

We must make some effort to advertise the quarterly magazine for the Home Department, The Church in the Home.

#### D. Adult Department Sales Materials

Our inventory indicates a sell-out of Church and Home, and we have reprinted 2000 copies. Moreover, we have had an excellent sale of leaflets and pamphlets. Parents like so many adults these days, are wanting answers to their own questions as they cloak them in the questions of their children.

Last year's Leader's Guide containing a large list of audio-visuals for family week and a similar complete list of leaflets brought a great deal of business to our Department and the Bureau of Audio-Visual Aids. We are experimenting with a similar guide this year.

#### E. Audio-Visual Aids (Christian Education)

Our department also carries responsibility for such minor activities as developing the audio-visuals for the New Curriculum. Our first product is out. You will have an opportunity to preview, The Story of the Christian Church at the Board meeting. It is a 55-frame, film strip with an adult script and children's script. The art work was done by Mr. Jacques Barosin, an artist who came from France two years ago. We are expecting to produce the following materials for our future quarters of the Church and Home Series.

Second Quarter - Our Church at Work Today - 53-frame, black and white film strip.

Third Quarter - Christian Living in Our World - black and white film strip from semi-cartoon drawings.

Fourth Quarter - How and Why We Worship - a black and white film strip with art masterpieces, hymns and art drawings.

Fifth and Sixth Quarters - The Life of Christ - a film strip in color on the Life of Christ in two parts.

Seventh Quarter - God and His World - a black and white film strip.

Eighth Quarter - Personal Religious Living - dealing with the theme Paul's Growing Up as reported by his mother. Black and white film strip. We believe it will need to be art work.

Ninth Quarter - The Story of the Bible Canon - black and white drawings.

Tenth Quarter - Man's Growing Understanding of God - black and white drawings down through the life of Paul. Emphasizes that what we inherit, we must acquire and possess for ourselves. We are asking Fosdick to do this script.

Plans have not been completed for the last two quarters.

#### II. The Bureau of Audio-Visual Aids

In order that you may understand something of the scope of the work of the Bureau of Audio-Visual Aids, I am attaching the report made to the Committee on Correlation and Promotion of the General Council. It contains a report on the Board of Christian Education account in the Bureau. We are planning on the issuance of a one-reel, sound (by narration and music) 16mm, black and white film, using the footage filmed at Lakeside and since. This should be available sometime within the next two months.

It gives me real pleasure to report very favorably upon the contribution that my personal secretary has made to the work of the department during the past year. Using the correct letterhead sent from a dual-office is headache enough. She continues to prove herself more efficient and helpful in every way. It is almost needless to state that we are aware that the adults in our department are learning as much or more as the adults whom we are endeavoring to help all across our church.

We are not unmindful of the help received from fellow staff members and other boards and agencies of the church, the fine cooperation of those dealing with adults and adult organizations, and especially we are reminded again and again of how much we are dependent upon the help of God in carrying forward the work assigned to us.

Respectfully submitted,

Oscar J. Rumpf.

REPORT OF THE BUREAU OF AUDIO-VISUAL AIDS  
TO THE COMMITTEE ON CORRELATION AND PROMOTION

Evangelical and Reformed Church

The Bureau of Audio-Visual Aids of the Department of United Promotion works closely with all of the boards and agencies of the church. We have consulted with all representatives relative to the visualization of their work. They, in turn, have been as cooperative as their budgets will permit.

Our Policy

1. The Bureau of Audio-Visual Aids purchases all rental library materials after consultation with the agency for whom the material is designed. Agencies are credited with rentals, and a fixed handling charge is made against their account by the Bureau.

2. The Bureau of Audio-Visual Aids purchases all re-sale material and equipment, and all film strips and general slide sets and films.

3. Our machinery may seem, to the uninformed, a little cumbersome and expensive. But minor expenses of keeping our books this way are offset by the advantages of the system. The advantages are as follows:

- a. All agencies have a direct interest in visualization.
- b. They determine the nature of the materials rented.
- c. They help advertise and get materials used.
- d. More and more they are coming to use the audio-visual method.
- e. They see with us that the operation is not all together painless. It takes money. But excellent audio-visuals are worth it.

Our Administrative Problems

1. We have not yet found the best means of advertising what we have available for our churches.

2. We are not yet equipped to inform our people of the evaluations made by the denominations working together.

3. Re-arrangement of office to the best advantage of both customer and our assistants is necessary.

4. Stimulating creative use of materials.

5. Establishment and financing of local (synodical) office of distribution of free materials.

6. Development of a greater interest in the purchase of materials for continued use in the church.

7. Getting across the information that the use of audio-visual aids is more effective, but requires much more time in preparation and use than has been thought necessary.

The Bureau of Audio-Visual Aids has continued to increase its service to our churches in a number of ways.

1. We have increased our efficiency through experience.

2. We have added the following materials to our library. (See Exhibit A)

3. We are receiving the assistance of the International Council of Religious Education in evaluating materials. Some fifteen to twenty committees across the United States in the denominational headquarters cities are reviewing and evaluating materials. These reviews are submitted to the International Council and published for use by all of us.

4. We have purchased carefully, in order not to place on the market or interest our people in materials that are not of a high quality.

5. We have cooperated with other denominations in the business of both production and distribution.

#### The Religious Film Association Branch Library

We are, as previously stated, operating the Religious Film Association Branch Library in Philadelphia. There are some advantages and disadvantages in this operation. The advantages are:

1. We have an enlarged market for the materials that we rent and sell in the immediate area.

2. The cost of advertisement is borne by the denominations and the Religious Film Association.

3. The cost of materials, original purchase or lease price, is borne by the Religious Film Association.

4. The risk is the responsibility of the Religious Film Association.

The disadvantages are as follows:

1. They determine policy to a large extent, and in a few cases, there are some films we would not necessarily stock for our church. We are obliged to handle them for the Religious Film Association.

2. We receive approximately 36% of the total rental fee. We find this to be hardly enough to re-pay us for what we believe to be our expenses.

3. Any interdenominational co-operative program is always slower to move. This must of necessity be so if we are going to be democratic and interdenominational.

By and large, our relationship with the Religious Film Association, to which our denomination belongs, is wholesome and we believe that in time, it may be possible for us to work out through the Religious Film Association, the kind of library situation across the United States that will enable churches to obtain most of their materials from a nearby branch or depository library..

It is to be remembered that such organizations as the Methodist Church have more than a dozen libraries of their own that are situated in their book stores. In most cases, the bookstores handle the film business of protestant denominations. Today, there are some in the circles of protestantism who believe that all distribution should be placed in the hands of commercial agencies, and that the church as such should get out of the distribution business.

The Protestant Film Commission  
and the  
Religious Film Association

There also has been some discussion relative to the merging of the two organizations, the Protestant Film Commission and the Religious Film Association. All of this conversation relative to distribution and production and the merging of organizations of the protestant denomination prompts us to suggest that several principles need to be kept in mind in the entire business of audio-visual distribution and production.

1. We must continue to produce together for the use of all denominations. In other words, we cannot produce a piece of material in the way of a 16mm sound film and think of it as having exclusive use in our own denomination. The cost is almost prohibitive when you think of the many types of materials and emphases we need to visualize. Protestantism needs to continue to pull together, to work and think together.

2. The cost of distributing materials mailed more than a day's journey from the location of a library will, in the future, make such distribution prohibitive, both from the point of view of the producer and distributor, as well as the user in the local church. Frankly, we have to face up to the fact that a person will not pay 85¢ handling charge, and a return rental for a film that he can pick up when he happens to drive downtown, or that he can get at a cheaper rate because of another library's proximity.

3. The Second Production Conference held by protestants under the auspices of the International Council of Religious Education was held this past December in Philadelphia to which the major denominations sent representatives. The Production Conference is enabling the major protes-

tant denominations to produce together some ten film strips in the area of leadership training. Some of them will be sound and some silent. It is making it possible to advertise to the denominations what each denomination is producing, so that they will have a larger market for their materials and can afford to produce. It is enabling us to avoid duplication of materials, when one piece will do the job. It becomes unnecessary to spend the original production cost of two.

#### Looking Ahead

There are some new ventures abroad in the entire field of audio-visuals about which we will learn more as time and enterprise permit.

1. It is expected that a great deal will be done shortly in the area of tape recording and magnetic recording.

2. There is a plan abroad in the minds of some persons, and some in blueprint stage, in which a very inexpensive projector for classroom use will project 16mm strips of film from teaching motion pictures. To illustrate, the Cathedral Films may take their 16mm product and arrange to have a \$ 5 projector built to project the 16mm size picture. It would be easy to mail this material.

3. Magnetic recording of 8 and 16mm sound and silent film is past the blueprint stage, and it may be possible eventually to produce inexpensively sound materials that churches may be better able to afford.

Though it is not a specific matter of the Bureau, yet our direction and leadership is making it possible for the production of a film strip or set of slides for each quarter's material in the CHURCH AND HOME SERIES produced cooperatively by the Congregational Christian Churches and the Evangelical and Reformed Church. The director of the Bureau of Audio-Visual Aids carries major responsibility for the production of these materials.

When the Bureau of Audio-Visual Aids was set up, we were in an era when denominations did not think in terms of large productions of films themselves. Most libraries were concerned for the establishment of an agency, or agencies, across the United States that would make materials available to local churches.

They have learned a great deal through the years. We now recognize that local churches will continue more and more to book their materials locally. The only materials they really are dependent upon from a national agency location, such as Philadelphia or St. Louis, are those that deal with our own specific denominational work.

As our report will indicate, the use of audio-visual materials continues to increase rapidly. This increase does not only reflect the general increase, but we have no way of knowing the amount of material that is used in the average local church, because they obtain their materials from a number of sources.

Complicating the entire rental situation is the procedure we have employed the last couple of years of making film strips and records available to chairmen of synodical committees for use in their synods. At the present time, some five synodical committee chairmen hold in their possession or control the distribution of audio-visual materials for their synod. These same materials, of course, are available from either Philadelphia or St. Louis. As we continue to produce and make these materials available on a synodical level, we will probably need to help synodical officers locate the materials in one office, so that there will not be confusion concerning where a pastor or a church leader would write to obtain materials.

The Congregational Christian Churches have not developed large agency locations such as we have. In the main, they have tended to place in their library the material that they themselves have produced. On the other hand, we in our two national locations, have sought to make available to our churches through advertisement and description all of the best materials about which we can learn. Congregational Christians have sought to help their local churches by making materials they produce available to the state conference office. Thus, all of their materials on a state basis are located in one library and accessible to the churches. In setting up such a procedure, someone, however, must take care of the expense of re-placement, mailing and handling.

It is hoped that some central location and distribution center for synodical materials can be set up by the synods. This is especially important for the large synods in the mid-west and the west. I think it would be profitable for the church, through the Bureau of Audio-Visual Aids, to purchase thirty-five or seventy copies of a good many materials that would receive limited use in the local church and make one or two sets available free to synods.

Our records indicate real expansion, for in eleven months ending December 31st, we handled over 2700 bookings of films, 2300 bookings of slide sets, over 500 bookings of film strips, over 400 bookings of film strips and records, and the sale of a quantity of materials for long range use.

Over 35 16mm sound and silent film subjects, 35 slide set subjects, 12 film strip and record set subjects, and 20 new film strips have been stocked in both our libraries. A limited number of records are also stocked. We have purchased larger quantities of materials for re-sale to our churches, so they may obtain them quickly and directly.

We have in our Philadelphia library approximately,

<u>Subjects</u>	<u>Sets or Prints</u>
Slide sets	146
Film strips	191
Film strips &	
records	27
Films in RFA	115
	227
	322
	55
	199

Our St. Louis Bureau has approximately 3/5 of these materials.

Total Bookings for Christian Education,  
 International Missions, National Missions,  
 \*Bureau and Religious Film Asso.

From Feb. 1 to Dec. 31, 1949

FILMS

	Total Book. Phila.	Total Book. St. Louis	Total Hand. Charge
Christian Education	102	60	\$ 209.75
International Missions	166-1/2	188-1/2	416.00
National Missions	79	114	194.75

2 x 2 KODACHROME SLIDES

Christian Education	516	412-1/2	247.18
International Missions	148	216-1/2	172.63
National Missions	131	161-1/2	145.25

FILMSTRIPS AND RECORD SETS

Christian Education	229	182	187.00
Bureau Films	322		
Bureau Filmstrips	507		
Bureau Recordings	80		
Religious Film Association Bookings	<u>1543</u>	—	—
	3823-1/2	1335	\$1,572.56

\*Includes the Bureau of Audio-Visual Aids bookings in Philadelphia only.

Note: The above figures do not include films, My Name Is Han, nor Prejudice.

We present herewith our financial report for the first eleven months of 1949.

I N C O M E

(11 months)

	<u>Phila.</u>	<u>St. Louis</u>	
<u>Rentals</u>			
R. F. A.	11344.90		\$ 11344.90
Bureau	2296.84		2296.84
St. Louis		2492.56	2492.56
Evangelism	90.00		90.00
Boards and Agencies	2427.95	2130.75	4558.70
Sales	4663.27	5061.27	9724.54
St. Louis Cathedral		450.69	450.69
Previews RFA	27.50		27.50
Handling Charges	1165.66	408.05	1573.71
Commission McHonry	302.36	.	302.36
Budget	—	—	26258.78
	\$ 22318.48	\$ 10633.32	\$ 59210.58

E X P E N D I T U R E S

(11 months)

	<u>Phila.</u>	<u>St. Louis</u>	
Salaries	14630.81	6156.19	\$ 20787.00
Rent	1650.00	468.95	2118.95
Telephone	159.72	153.18	312.90
Travel	321.70	210.35	532.05
Insurance	414.74		414.74
Office Supplies	1602.00	372.57	1974.57
Office Furniture	491.06	305.33	796.39
Postage	2004.74	1012.42	3017.16
Cost Materials comprising Equipment			
Slides			
Film Strips			
Records			
for sale or rental	8716.89	2405.96	11122.85
Commission	447.50	125.00	572.50
Com. RFA	7316.03		7316.03
Oper. Sup.	694.22	159.00	853.22
Pensions	70.20	84.82	155.02
Boards and Agencies	2698.27		2698.27
Advertising	12.00		12.00

(Continued)

(Continued)  
Financial Report, 1949

	<u>Phila.</u>	<u>St. Louis</u>	
RFA	1296.00		1296.00
Kyoto	<u>3000.00</u>	<u>      </u>	<u>3000.00</u>
	\$ 45525.88	\$ 11453.77	\$ 56979.65

The budget for 1950 is as follows:

1950 Budget of the Bureau of Audio-Visual Aids

	<u>I N C O M E</u>		
	<u>Phila.</u>	<u>St. Louis</u>	
<u>Rentals:</u>			
R. F. A.	15000.00		15000.00
Bureau	2500.00		2500.00
St. Louis		2700.00	2700.00
Evangelism	90.00		90.00
Boards and Agencies	5000.00		5000.00
Sales	5000.00	5000.00	10000.00
St. Louis Cathedral		500.00	500.00
Previcws R.F.A.	30.00		30.00
Handling Charges	1300.00	450.00	1750.00
Commission, McHenry	260.00		260.00
Budget (From Mr. Keck)	<u>      </u>	<u>      </u>	<u>29500.00</u>
<b>TOTAL INCOME</b>			<b>\$ 67330.00</b>
	<u>E X P E N D I T U R E S</u>		
	<u>Phila.</u>	<u>St. Louis</u>	
Salaries	16092.88	6720.00	22812.88
Rent	1800.00	471.21	2271.21
Telephone	175.65	150.25	325.90
Travel	386.04	200.00	586.04
Insurance	414.74		414.74
Office Supplies & Expense	1888.83	330.00	2218.83
Office Furniture	500.00	150.00	650.00
Postage and Express	2200.00	1035.82	3235.82
Cost Materials	9422.74	2811.82	12234.56
New Films, Etc.	6000.00		6000.00
Commission	625.00	300.00	925.00
Com. R.F.A.	9600.00		9600.00
Operating Supplies	750.00	150.00	900.00
Pensions	70.20	84.82	155.02
Boards and Agencies	<u>5000.00</u>	<u>      </u>	<u>5000.00</u>
	54926.08	12403.92	67330.00
<b>TOTAL EXPENDITURES</b>			<b>\$ 67330.00</b>

Statements to the boards and agencies with accounts in the Bureau of Audio-Visual Aids are presented in Exhibit B.

The Director of the Bureau is indeed grateful to his assistants, Miss Helen C. Williams and Miss Luella C. Nieman, and also to his staff of helpers for their acceptance of responsibility on a personal basis. We are grateful too for check signers and counsellors as Rev. Carl Klein, and Rev. H. R. Gebhardt in St. Louis. I want to extend my personal appreciation for the wise counsel and excellent support of the Drs. John N. LeVan, Lawrence C. T. Miller and Perry L. Smith of the Department of United Promotion, and to the Drs. Franklin I. Sheeder, Dobbs F. Ehlman, H. R. Gebhardt, G. H. Gebhardt, Fred C. Schweinfurth, Rev. Huber F. Klemme and the staff and offices of the Women's Guild for their interest and cooperation.

All of us in the Bureau are grateful to God for the opportunity of being used for His cause.

Respectfully submitted,

Oscar J. Rumpf, Director  
BUREAU OF AUDIO-VISUAL AIDS.

EXHIBIT A

## NEW FILMS ADDED TO THE R.F.A. LIBRARY

1949

S	A Boy and His Prayer	S	Like a Mighty Army
S	Ambassador for Christ		Liquor as the Doctor Sees It
S	Answer for Anne		No Other Gods
S	Barabbas the Robber		On the Right Side
S	Christmas Rhapsody	S	Prejudice
S	Conversion	S	Problem Drinkers
S	Creation, According to Genesis	S	Reaching From Heaven
S	Feeling of Rejection	S	Ruth
S	First Missionary Journey		Return to Faith
S	Fujita	S	Return to Jerusalem
S	God's Wonders in Your Own Backyard		Stranger at Our Door
S	I Am With You	S	Toru's People
S	Into the Good Ground		Unto Thyself Be True
S	Kenji Comes Home		Walking with God
S	Kyoto Story	S	Years of Apprenticeship
			Yesterday, Today and Forever

## NEW MATERIALS ADDED TO THE BUREAU

1949

FILMS - Christian Education

Learning to Understand Children, Part I - Diagnostic Approach  
 Learning to Understand Children, Part II - Remedial Program  
 Ruth  
 Sing a Song of Friendship

2 x 2 KODACHROME SLIDE SETS

Christ is Risen  
 De Dee's Nursery School  
 Esa Little Boy of Nazareth  
 Farmer and His Fields  
 God Gave Me Eyes  
 Life of Christ (Nelson's Bible Pictures)  
 Lost Coin, The  
 Love So Amazing

Nobleman's Son, The  
 Old Testament (Nelson's Bible Pict.)  
 Samuel the Temple Boy  
 Shepherd and His Sheep, The  
 Song the Shepherds Heard, The  
 Star of the King, The  
 Student Work Camps in France  
 Sunday School is Fun  
 Surprise for Min Deh

35MM FILMSTRIP AND RECORD SETS

A Job for Jimmy Cooper  
 At Home with God  
 Christopher Mouse  
 Clean Up, Perk Up, Paint Up  
 Families on Trial  
 I Give Myself

How the Birds Got Their Colors  
 Little Cloud, The  
 Little Star That Got Lost, The  
 Our Church World Model (CC)  
 The Time is Now (CC)  
 Two Little Demons Lose Their Will Power

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 S indicates there is a copy in the St. Louis office also.

## NEW MATERIALS ADDED TO THE BUREAU

1949

FILMS - Bureau

S Daybreak	S We Would Be Building
S Feeling of Hostility	S World Council of Churches
S Fiddle De Dee	S India
S Hen Hop	S One People
S Kyoto Story	S Salt of the Earth
	S Searchlight on the Nations

FILMSTRIPS

Be a Missionary	Rebuilding Anew
Children Can Help Too	Romance of Our Bible
Church of South India	Science Adventure Series
King of Kings, The	Service In Asia
Look at the Negro Ministry	The Unwanted
Look at Women's Church Vocations	The Church of South India
March of Missions	Two Thousand Years Ago Series
Oberammergau and the Passion Plays	When We Go To Church

## NEW MATERIALS ADDED TO THE BUREAU

1949

FILMS - International Missions

Cross in Togoland, The  
Church Lends a Hand in India, The

2 x 2 KODACHROME SLIDE SETS

Our Educational Work in India	Jiro and Hanako of Japan, Pt. I
Relief Work in North India	Jiro and Hanako of Japan, Pt. II
Visit to the Prakashpur Field in India, A	By Plane to Africa
Japan: The Land and the People	Indians of the High Andes
	Let's See Japan

## NEW MATERIALS ADDED TO THE BUREAU

1949

FILM - National Missions — Our Mission in Biloxi2 x 2 KODACHROME SLIDE SETS

Shannondale Community Forest  
Building the Barren Fork Bridge

Hostelling and Week-end Work Camps  
at Shannondale  
Visit to Biloxi, A

E X H I B I T CSTATEMENT TO 12/31/49 - BOARD OF CHRISTIAN EDUCATION

	DR	CR
Balance February 1, 1949	2749.94	
Bureau Credits (11 months)	1576.45	
St. Louis Credits (11 months)	905.25	
Miscellaneous Charges (11 months)	5098.09	
Handling Charges (11 months)	209.75	
 DEBIT BALANCE	 _____	 <u>76.20</u>
 DEBIT BALANCE 12/31/49	 <u>5307.84</u>	 <u>5307.84</u>
	76.20	

STATEMENT TO 12/31/49 - BOARD OF INTERNATIONAL MISSIONS

	DR	CR
Balance February 1, 1949	171.97	
Miscellaneous Charges (11 months)	1399.45	
Handling Charges (11 months)	416.00	
Bureau Credits (11 months)	666.50	
St. Louis Credits (11 months)	882.00	
Miscellaneous Credits (11 months)	1271.24	
 CREDIT BALANCE (11 months)	 <u>832.32</u>	 _____
 CREDIT BALANCE 12/31/49	 <u>2819.74</u>	 <u>2819.74</u>
	* 832.32	

\*Statistics on, My Name Is Han not yet completed.

STATEMENT TO 12/31/49 - BOARD OF NATIONAL MISSIONS

	DR	CR
Balance February 1, 1949	499.79	
Bureau Credits (11 months)	262.00	
St. Louis Credits (11 months)	343.50	
Miscellaneous Credits (11 months)	1758.50	
Miscellaneous Charges (11 months)	1864.36	
Handling Charges (11 months)	271.76	
 CREDIT BALANCE (11 months)	 <u>727.67</u>	 _____
 CREDIT BALANCE 12/31/49	 <u>2863.79</u>	 <u>2863.79</u>
	727.67	

STATEMENT TO 12/31/49 - COMMISSION ON EVANGELISM

	DR.	CR
Balance February 1, 1949		360.09
Rentals		110.00
Miscellaneous Charges	76.12	
Handling Charges	9.50	
 CREDIT BALANCE (11 months)	<u>384.47</u>	<u> </u>
 CREDIT BALANCE 12/31/49	<u>470.09</u>	<u>470.09</u>
		384.47

Statement to the Commission on Christian Social Action not yet computed.

## DEPARTMENT OF CAMPS AND SUMMER SCHOOLS

A major portion of this report will be given over to a review and evaluation of our first season of decentralization. How successful was it? Where did it break down? Were standards observed? What is the reaction of those involved in these programs?

Some general observations.

We all admit that what appeared to be a sure road to merger with the Congregational Christian Churches somewhat "forced our hand" at the point of decentralization. The (joint E.R.- C.C.) local cooperative committees were finding it somewhat difficult to resolve the differences between a completely decentralized (practically independent) approach on the C.C. side and a more or less centralized pattern on the E. & R. side.

We had some doubts about the outcome of decentralizing the program. Would local groups adhere to the standards which it has taken us years to build up? Would they use our materials and guides? Would they "cut corners" in order to balance budgets? Would attendance figures suffer?

It should be noted that while there had been some question about the advisability of complete centralization as we had observed it up until 1948, none of the local area groups or synodical committees on Christian Education, within whose boundaries camps or conferences had been held, had requested local autonomy. The recommendation for decentralization came from us. Many sections were not ready for this different approach in 1949, and we did not push them. Only nine synods, representing 18 periods, voted to proceed on this new basis in 1949 (Iowa- L.T.S., Junior High; North and South Wisconsin Junior High, Senior High, L.T.S.; Michigan-Indiana - Junior High, Senior High, L.T.S.; South Indiana - Junior High; Southwest Ohio - Senior High; Southern - Junior, Junior High, Senior High-L.T.S.; Potomac-Mercersburg - 2 Junior, 2 Junior High, Senior High, Young Adult).

It should be reported that in each instance where decentralization was adopted, the local camp committee did everything possible to observe standards which have been established and observed by the Board for the operation of camps and summer schools. In many instances members of these committees had had opportunity to observe camp and conference programs of other church groups in which few, if any, standards were recognized; thus realized the advantage of camping standards.

I realize that one summer's experimentation does not necessarily establish an on-going adherence to traditions and standards established by the Board for the years during which it has been setting up Camp and Conference programs. However, I was delighted with the way in which these local groups hewed to a definite line of accepted procedure in camp and conference programming. In fact, they were much more severe on themselves than we would have been had the administrative detail emanated from the office of Camps and Summer Schools.

My observation of the summer of 1949 lodges a doubt in my mind (again, I admit, without the scientist's demand for a multitude of proof experiences), about whether we have been as wise as we thought in holding on to centralized procedure in our National Camp and Conference program as long as we did. The proposed merger may have been a blessing in disguise; otherwise, we might not have felt the need to share the responsibility with local committees even now.

Needless to say, we needed to operate from our central bureau for a long while, in order to establish standards, but possibly ten or fifteen years would have been enough when we realize the high caliber of persons with whom we have to work in the local areas. Coupled with this is the fact that practically all our standards have now been incorporated in an ICRE document, "Toward Better Church Camping," and thus another safeguard is added.

The foregoing has not been said to make a case for decentralization. As Director of the Department of Camps and Summer Schools. I was just as dubious - and possibly more so - as any member of the Board, about releasing the reins of direct administration of the summer program. It was because I still was not sure, even after meeting with local committees, that I scheduled myself for service in decentralized periods where staff persons were requested. I went, I saw, I was convinced! Surely there were discrepancies, exceptions, some infractions; but so were there when we administered the whole thing. It is my conviction that with the additional time now available in the Department for the preparation of administrative manuals and basic core curriculum for camp and conference, plus personnel guidance, we will develop a higher standard of operation than would have been possible under our centralized system, when I was giving a disproportionately large part of my time in lining up personnel (many times with people I couldn't possibly know) and filling holes occasioned by last minute declinations.

#### Some Specific Observations

Pre-camp training generally better. In five areas, local staffs were brought together twice, and in two areas they were brought together once, before the camp season opened. Instructions from

this department were discussed and recommendations made. This was an advance over what had been done previously, since we were able to bring the camp staff together only a day prior (the day before) to the opening of the camp period. In this latter there was no pre-digestion of the program before the staff actually arrived at camp.

Polio again caused cancellation problems - two Junior High (Iowa, South Indiana) and one Family Camp (Mensch Mill) were cancelled.

Attendance figures in decentralized periods were either better or held their own with previous years. Random comparisons: Michigan-Indiana, Junior High Camp -- 1948 - 86 campers; 1949 - 153 campers; L.T.S.- 1948 - 56; 1949 - 94; Potomac-Mercersburg, Junior Camps, 1948 - 153; 1949 - 200. Attendance in other periods favorable to 1948; Southwest Ohio, Senior High - 1948 - 66; 1949 - 90.

Finances proved the biggest bugaboo for most committees. About fifty per cent of the periods were solvent. Others had to request subsidy from synodical treasuries. The Wisconsin Synods received the worst blow when fees charged by the Green Lake management were increased without warning, which meant that the camp committee had to absorb the extra out of registration fees. Result - over \$1000 deficit. This condition is remedied for 1950, however, through protest to the camp management, with resulting lower rates.

It has been necessary for me to spend more time in the field counseling with camp committees in these initial stages of decentralization. I feel that this extra time has reaped dividends in the caliber of program which has resulted.

In spite of the struggle through which some committees had to pass in this first year, none has asked to be relieved of the responsibility of setting up the program for 1950. In addition to those who adopted decentralization in 1949, the following synods will join the ranks in 1950:- North and South Illinois - Junior\*, Junior High, Senior High-L.T.S.; South Indiana - three Junior High, two Senior High, L.T.S.; Michigan-Indiana - Junior, Family, (in addition to those in 1949); four Ohio Synods - Junior High, Senior High, Senior High-L.T.S.; West New York and Pittsburgh (with Northeast Ohio and Southeast Ohio setting up Dunkirk) Junior\*, Junior High, Senior High, L.T.S., Young Adult\*, Family Weeks.\*

\*Still set up and operated by the Department of Camps and Summer Schools.

Attendance Figures - 1949

	<u>Campers</u>	<u>Staff</u>	<u>Total</u>
Junior . . . . .	821	182	1003
Junior High . . .	2225	450	2675
Senior High . . .	1699	364	2063
L.T.S. . . . .	766	211	977 (includes Young Adult)
Family . . . . .	523	80	<u>603</u>
		Total	7,321
1948 Total Figure . . . . .			7,454

In addition to the above (\*) figures, the following programs will be set up by the Department of Camps and Summer Schools: Mensch Mill (four Junior High, two Senior High); Fernbrook (eight Junior, Young People, Senior High); Lone Star (Junior High, L.T.S.) Sunflower (Senior High, L.T.S.); Nebraska (L.T.S.).

In light of our experience this past summer, and in spite of the fortunes of the merger at the present time, we should continue the action taken on decentralization at the annual meeting last year.

Cooperative Camp Periods

In Minnesota a completely cooperative program was effective in 1949. There were seven periods located in the state. They were set up by a joint E.R.-C.C. Committee. They will be continued in 1950. In 1950 the periods in Missouri also will be operated on a similar basis. However, we should not lose sight of the fact that the West Coast led the way long before a merger was contemplated. Therefore, we should say that there is complete cooperation in the States of California, Oregon, Washington, Minnesota, and Missouri (1950).

In light of the Brooklyn court action, we face a problem at this point. What shall be our procedure at this time? We have been told that whatever is initiated at the State Conference level is in no danger of criticism or censure. To date all our summer cooperative efforts have been with committees at the State Conference level, and therefore are not in jeopardy. At a recent meeting of the Joint Youth Committee, the matter was discussed at some length, and it was voted that in any current negotiations the periods as planned be administered by the respective denominations, with invitations to staff persons of the other communion.

It appears necessary that we take some Board action to establish a policy during the present period. Therefore, we recommend that, while looking with favor upon present efforts in cooperative planning, and until the future of the merger is definitely assured, the camping programs of the two denominations be administered by the respective denominations, with as much cross-fertilization in staff personnel as it is possible to effect,

#### Interdenominational Emphases

The church camp and conference field is one of growing importance in interdenominational circles, where more and more concern is being evidenced at the points of curriculum, program, and administration. Questions are being raised about the wisdom (or stupidity) of each individual denomination going its own way in the development of camp and conference program materials. As a result, the Special Committee on Camps and Conferences of ICRC is conducting a survey of current materials, with the view of revision and/or adoption of those which seem usable in their present form, and to develop new materials in light of the demand for these guides.

In the Council, the relationship of the Special Committee to the age group committees has been worked out on pretty much the same basis as that which we recognize in our own Board as being a very workable relationship between the camp department and the age group and other functional departments.

On the basis of this, two conferences were arranged by the Special Committee -- one on camping at Bynden Wood in May, and one on conferences at Spring Mill Park (Mitchell, Indiana) in January.

A conference on Junior Camping and Day Camping was planned and administered by GRC, with cooperative assistance by SCCC, at Green Lake, Wisconsin, in September. At all conferences there were E. & R. leaders present. Another interdenominational Junior Junior Camping and Day Camping Conference is projected for the end of May, 1950, in which our E. & R. leaders will take major administrative responsibility. As this type of interdenominational leadership training progresses, there will be less need for denominational efforts in the same category.

Another large field which is just opening up within church groups is that of Day Camping. It appears as though this venture, while new to the church, is not new to kindred groups, such as the Girl Scouts, Camp Fire Girls, and is striking fire among church groups wherever it is being attempted. We will be hearing a great deal about this in coming years.

### A Growing Concern

A new problem for summertime church activities is looming on the horizon. This, if it becomes an actuality, will become a menace not only to summer camp and conference programs, but to vacation church schools, caravans, work camps, service projects, etc., as well.

A national proposal has been made by N.E.A. that the public school year be extended to include the entire year, with summertime classes being conducted in the out-of-doors, or transferred to camp or conference sites. There seems to be growing sentiment in favor of such legislation as the "pros" pile up favorable evidence. A number of state legislatures have already had floor discussion on the issue.

A study is being made by church groups now of the whole matter. Let us hope it is not too late to do something about it.

### Work Camps

The decision to lodge the responsibility for recruiting work campers in this department came too late in the spring of 1949 to do very much about any extensive program of promotion. We did, however, have two people serve in ecumenical work camps in Europe. These were accepted out of six applications. Money seems to be the greatest barrier to our young people in their efforts to give service in the summertime. A thousand dollars is no easy amount to raise, especially when, to the money lender, there seems to be such insignificant return for the investment. I have been serving on the World Council screening committee, and it has been a sad task when an applicant who has otherwise stellar qualifications, has to be rejected for lack of funds,

In National Work Camps we cooperated with the American Friends Service Committee, in setting up a high school work camp at Shannondale, Missouri, and a college age unit at Storer College, Harpers Ferry, West Virginia.

A much more extensive promotion plan for 1950 has already netted a larger list of applicants than in 1949

I regretted exceedingly that it was necessary to ask for a two-months' leave at the end of the year because of a puzzling malady. During my absence, the work was competently carried by other members of the staff and by my secretary, Mrs. Gill. I

express sincere gratitude for this valuable assistance.

During the pressure of the registration season, we were happy for the assistance given us by the Student Department, through the help of Miss Charlotte Schultz.

Respectfully submitted,

Ed. L. Schlingman, Director  
Department of Camps and Summer Schools

DEPARTMENT OF LEADERSHIP TRAINING

To the Members of the  
Board of Christian Education and Publication:

"You may be interested to know that our Primary department now has a very adequate staff: we have eight teachers in this department, 5 substitutes, 2 assistant pianists and one regular pianist, a superintendent of the department, and a librarian. Last Sunday the attendance in this department reached the highest point since we came to Springville in 1948."

The quotation above is an excerpt from a letter received recently in the office of the Department of Leadership Training. Why is this pastor able to report that the primary department of the church school has a very adequate staff? Note that his definition of adequate staff includes not only regularly assigned teachers but substitute teachers, assistant pianists, and other officers. Is this situation the result of good fortune on the part of this particular church school, or is it the result of far-sighted planning, hard work on the part of pastor and church school staff, and an understanding and appreciation of Christian service?

A summary of leadership training conducted at this particular church during the year 1949 shows that three basic courses were offered the teachers. They were:

- 124a - Introduction to the Bible
- 140a - How to Understand our Pupils
- 141a - How to Teach in the Church School

In addition to these opportunities, a Vacation Church School team worked with the local leadership for a period of two weeks. One may well conclude that the availability of church school leadership in this case is not a matter of chance but the result of a program of leadership cultivation and education.

The case described in the previous paragraphs is not used to point out one lone example of a local church program of leadership education, but is given to illustrate in a concrete way how the emphasis, Better Prepared Teachers and Leaders, has had results at the local church level. Numerous other instances could be sighted, but as an indication of the general effectiveness of the program attention may be called to the increase in credit issued as recorded on the page in this report listing Leadership Training Recognition.

The 1949 emphasis of the program of Church School Advance, Better Prepared Teachers and Leaders, has been furthered by the work of all staff members and their respective departments. Distribution of the leaflet, Learn of Me was continued until the supply of 25,000 was exhausted. Recent requests for this leaflet have made necessary a

reprinting of the leaflet in slightly revised form. Samples are available. The staff field program has continued to highlight this emphasis with positive results from all the synods visited. The National Conference on Christian Education, Lakeside, Ohio, also aided the promotion of this particular emphasis. Several outstanding local church programs of leadership training resulted from contacts made at the Conference. Consistent publicity in The Builder highlighting actual reports from pastors has been a means of instituting leadership training in local churches.

#### Home Study Courses

In relation to leadership education in the local church comment should also be made of the continued use of the Home Study Courses. During 1949, 206 students enrolled in these courses, the vast majority taking the course, How to Teach in the Church School. I have personally corrected all of the completed study guides and feel that these courses serve a real need. Late in the year the third Home Study course was introduced, The Children We Teach, based upon Course 210a of the Standard Leadership Curriculum. The textbook used is "Knowing Children Better" by Hazel Lewis. Plans now call for the revision of the course, How to Read the Bible, with the study guide based upon the book, You Can Read the Bible by Charles Spotts. A form is available which simplifies enrollment in the Home Study courses.

#### National Conference on Christian Education, Lakeside, Ohio

The greatest single effort in leadership education during 1949 was the National Conference on Christian Education. 812 E. and R. delegates participated in the 33 seminar groups. They were guided by competent leaders for a three-day period and were further inspired in the large assemblies of the Conference. This concentrated period of leadership education if recorded would approximate one-half of the total for the entire year in standard leadership classes.

The Department of Leadership Training was largely responsible for the following phases of preparation for the Conference:

Publicity  
Registrations  
Reservations  
Shipping  
Exhibit

Special commendation should be given to Rev. John Heater and Rev. Kenneth Bishop for their excellent work in the creation, construction and erection of the Conference exhibit.

During the Conference the Director of Leadership Training served as co-director, shared responsibility for the seminar in Church School Administration and Leadership, and was chairman of the Church School Superintendents Assembly.

### Field Work

Field work has been done in eight synods of the Church during the period from March 1, 1949, to February 28, 1950. A summary of field work shows the following meetings:

In local churches . . . . .	29 days
With synodical committees . . . . .	2 "
Fall Synod . . . . .	3 "
Denominational . . . . .	33 "
Interdenominational . . . . .	35 "

Field work of particular significance includes:

Leader at conference sponsored by Harrisburg, Pennsylvania, United Churches.

#### Church School Workers' Retreats and Conferences:

Wentz Church	-	Worcester, Pa.
Salem Church	-	Catasauqua, Pa. (Retreat at Kirkridge)
Zion Church	-	Stemmer's Run, Baltimore, Md.
St. Luke's Church	-	Jeffersonville, Ind.
Grace Church	-	Toledo, Ohio

#### National Christian Teaching Mission

Guest Leader	-	St. John's Church	-	Shamokin, Pa.
" "	-	Emmanuel Church	-	Allentown, Pa.
Associate Director	-	Allentown, Pa.		

Leader - Mensch Mill Conference on Christian Education

Director - Young Adult Camp - Dunkirk, New York

Instructor - Women's Guild Conference at Cedar Crest College

Member of staff team in South Illinois Synod

Eden Seminary - met with two classes

Camp Directors' Conference - Massillon, Ohio

National Training Conference - Cleveland, Ohio

#### Interdenominational meetings attended include:

Two Audio-Visual Production Conferences	
Philadelphia Area Film Evaluation Committee	
Laboratory School Committee	
Curriculum Committee-Committee on Leadership Education	
Executive Committee - Committee on Leadership Education	
Sub-committee on Local Church Program - Committee on Leadership Education	

### Interdenominational meetings (cont.)

#### Audio-Visual Workshop

International Council of Religious Education - Columbus, Ohio  
" " " " " - Green Lake, Wis.

Community Leadership Training School - Bethlehem, Pa.

Advisory Committee, Penna. State Council of Christian Education  
Conference on Church and Economic Life - Detroit, Mich.

### Leadership Training and Church School Administration Publications:

Materials made available during the year in cooperation with the International Council of Religious Education and carrying the imprint of the Board of Christian Education and Publication are:

Grading in the Church School

How to Find Teachers

There's More Than One Place ---

The distribution of an advertising flyer has resulted in a sizable sale of:

The Church School and Parish House Building

And Gladly Serve

The Worker's Conference

600 copies of the booklet Increasing Attendance were distributed free to all of the church schools enrolled in the Church School Advance.

A two-color large size poster to publicize leadership training classes will soon be available. A postcard and church bulletin carrying the identical design of the poster will also be provided. A wide use of the first two items is planned.

### Leadership Training Statistics

Despite the many extra assignments of the past year for the Department, it is very gratifying to report that leadership training recognition granted to students increased in all categories except two. (See Leadership Training Recognition page). Increases may be noted in First Series credit in local church classes, Home Study courses, summer schools and camps, and in First, Second and Third Series certified by the International Council of Religious Education. These increases account for 308 more credits than for the previous year despite decreases in Second Series work in local church classes and summer schools. Reports on the schools held early in 1950 seem to indicate that enrollments in both denominational and interdenominational schools are exceeding those of 1949.

Though formal class work does not constitute the entire program of Leadership Education, it is important that this phase of the program be continued on a high level along with more informal types of training. Many classes and schools are conducted on a "no interest in credit" basis. We shall endeavor to have more of these groups join the accredited schools. Though the number is still pitifully small, it is encouraging to see the increase in the number of Certificates of Progress issued.

Leadership training statistics have been received from 1548 of our churches, a slight improvement over last year. See the page of this report headed "1949 Leadership Training Statistics." Two categories - Churches with Students taking Home Study courses and Churches with Students in Community Schools show increases. The totals of the other three categories show decreases.

As has been pointed out in previous reports, this statistical summary though not a complete report for all churches does give an indication of the many churches in which very little is done to cultivate and educate the church and church school leadership. For comparison, South Indiana Synod with 61 churches reporting has a total of 111 leadership activities carried on by those churches. The report for Dakota Synod, 31 churches reporting, does not indicate a single instance of leadership training in that group of churches. Synods which rank close to South Indiana with a high incidence of leadership training are South Illinois, Pittsburgh and Lancaster.

#### National Christian Teaching Missions

There are important items to report regarding the National Christian Teaching Mission. The experience of serving as guest leader at St. John's Church, Shamokin, Pennsylvania, convinced me of the validity of the Mission program in a church with a membership in excess of 1500 and with a highly organized church and church school program. All phases of the Mission were carried out successfully despite the unusual situation that St. John's Church acquired a responsibility list of nearly 1000 persons.

The Allentown, Pennsylvania, Christian Teaching Mission gave five other members of the staff the opportunity to serve as guest leaders in E. and R. churches of that city. In many respects this Mission was the most successful in which I have participated. The work of staff members as Guest Leaders accounted for the success of the Mission in the cooperating E. and R. churches. Staff members who participated may make comment on the experience in their respective reports.

Three Missions already scheduled hold possibilities for future concerted denominational efforts. They are:

Detroit, Michigan - October 12-19, 1950  
Reading, Penna. - October 19-26, 1950  
Harrisburg, Penna. - October 26-Nov. 2, 1950

Dr. Harry H. Kalas, Director of the National Christian Teaching Mission plans to meet with members of the staff immediately after Easter to consider ways in which evangelism and Christian education may be more effectively promoted and integrated into the program of the Missions. This conference should result in very definite suggestions for the improvement of the Program Enlargement phase of the Mission.

#### Audio-Visual Units in Leadership Education

As an outcome of two Audio-Visual Production Conferences and the Sixth International Workshop in Audio-Visual Education, ten audio-visual units in leadership education are now in the process of production. These units are being produced cooperatively by several denominations with the guidance of the responsible committees of the International Council of Religious Education and with the assistance of interested denominational representatives. These ten units are composed of charts on film, black and white film strips with scripts, sound film strips, and one film strip in color.

The ten units cover many phases of leadership education and are planned to be used as audio-visual resources for Standard Leadership courses and as the basis for a six-month pre-service course by one of the contributing denominations. They also will be excellent program material for workers' conferences. Effectiveness of the units will depend upon the distribution of the completed units and the local church utilization of them. The general areas of leadership education covered by the ten units are:

Finding and Training Leaders for the Church

Motivation for church school teachers

Individual differences of pupils

Growth in terms of personal relationships

Psychology of learning

Best use of rooms and equipment

Teacher preparation

Teaching procedures

The growing teacher

The superintendent and his task

(The above are not titles of the audio-visual units)

It is hoped to preview a part of one of these audio-visual units during the Board meeting, March 20 and 21.

### Institutional Service Units

In the 1949 report a recommendation was made and approved that the Department of Leadership Training publicize the opportunities for work in Institutional Service Units. This recommendation has been implemented by publicity in The Builder, Leaders of Youth and The Student News Letter. Several inquiries have been received to date, descriptive literature sent to the interested persons, and clearances established between the applicants and the personnel office of the American Friends Service Committee.

\* \* \* \*

As stated earlier in this report, the work of the Department of Leadership Training has been far from routine during the past year. Work in connection with the National Conference on Christian Education, Lakeside, planning for the field program for the promotion of the new curriculum, arrangements for the National Training Conference, Cleveland, Ohio, and the production of the audio-visual units in leadership education have more than occupied the prescribed hours for one's vocation. These additional efforts have been made possible by the splendid cooperation of Miss Jeannette Patterson. Her long experience in the department enables her to serve not only as a secretary but also as an associate in handling many phases of the leadership training program. During the Lakeside Conference and the National Training Conference she gave freely of her time and abilities and helped to make these conferences run smoothly and efficiently. I commend her for her work during the past year and express appreciation for the concern she exhibits for the success of the departmental program.

### Recommendations

It is recommended that

1. The emphases of the Church School Advance

Better Prepared Teachers and Leaders

and

The New Curriculum

be continued through 1951. To implement these emphases a field program is suggested for the Fall of 1950 and Spring of 1951. Its objectives may be:

- a) To service the new curriculum
- b) To demonstrate the audio-visual units in leadership education and plan for their utilization.

2. The Board of Christian Education and Publication give attention to the National Christian Teaching Mission as a major strategy to help the church school to carry on a well-rounded and effective program of evangelism and Christian education. The Board is requested to place in the Department of Leadership Training the responsibility for the enlistment of churches and guest leaders in the National Christian Teaching Mission.
3. The Department of Leadership Training be authorized to publicize and promote attendance at the Workshop in Group Dynamics in the Life of the Church, July 3-21, 1950, Chicago Theological Seminary. The purpose of the workshop is to establish the contribution group dynamics may make to the work of the church. The program is still highly experimental.
4. The Board of Christian Education and Publication consider the establishment of minimum standards for new and prospective church school teachers. The acceptance of the minimum standard would rest with the Board of Christian Education or other responsible body in the local church. Suggested minimum requirements may be the completion of two Standard Leadership courses,

124a - Introduction to the Bible  
and

141a - How to Teach in the Church School

Another suggested minimum may be the First Certificate of Progress which requires completion of four courses and the meeting of other qualifications.

Respectfully submitted,

Loren Walters

Leadership Training Recognition Granted to "E and R Students

	<u>1947</u>	<u>1948</u>	<u>1949</u>
For work in local church classes			
First Series	509	462	540
Second Series	260	247	141
	<hr/>	<hr/>	<hr/>
	769	709	681
Home Study Courses			
206 in circulation			
First Series credits issued		4	45
For Work in summer schools and camps			
First Series	1281	802	895
Second Series	193	54	--
Home Projects	17	11	1
	<hr/>	<hr/>	<hr/>
	1491	867	896
Certified to us by the International Council			
First Series	465	424	623
Second Series	1280	936	997
Third Series	4	3	9
	<hr/>	<hr/>	<hr/>
	1749	1363	1629
<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
Total credits awarded	4009	2943	3251
First Certificate of Progress	8	12	16
Second Certificate of Progress	7	2	5
	<hr/>	<hr/>	<hr/>
	15	14	21

## 1949 LEADERSHIP TRAINING STATISTICS - EVANGELICAL AND REFORMED CHURCH

SYNODS	Churches Reporting	Churches with Training Classes	Churches with Students taking Home Study Courses	Churches with Students in Community Schools	Churches represented in Camps and Summer Schools	Churches reporting Workers' Conference		Totals
						Workers	Conference	
California	10	1	1	4	4	8	19	17
Central Penn.	55	4	1	1	1	1	1	60
Dakota	31	1	1	1	1	0	0	45
East Penna.	44	7	5	2	12	12	12	46
Iowa	48	5	4	7	3	20	20	93
Kansas City	46	2	4	7	13	17	17	31
Lancaster	73	4	1	1	22	35	35	31
Lehigh	38	7	4	4	4	9	11	17
Magyar	19	8	1	1	2	2	2	17
Mercersburg	49	1	1	1	16	24	22	64
Michigan-Indiana	48	6	1	1	1	15	22	61
Missouri Valley	38	7	1	1	17	17	17	59
Nebraska	32	2	2	3	3	7	13	25
New York	17	4	4	6	5	7	7	47
Northeast Ohio	30	6	3	3	12	5	15	23
Northern	34	3	1	1	1	1	1	17
North Illinois	63	12	5	3	18	22	31	86
Northwest Ohio	62	5	1	1	15	25	36	82
North Wisconsin	44	6	1	1	7	9	11	33
Pacific Northwest	8	1	1	1	4	3	3	10
Philadelphia	54	7	4	4	3	3	26	75
Pittsburgh	83	4	9	9	27	35	35	93
Potomac	61	9	7	7	18	22	22	66
Reading	75	7	2	1	19	19	19	81
Rocky Mountain	14	1	1	1	1	1	2	3
Southeast Ohio	60	2	1	1	17	17	17	58
Southern	50	4	1	1	15	21	21	63
South Illinois	71	11	2	2	22	29	29	99
South Indiana	61	13	4	4	29	30	30	111
Southwest Ohio	61	4	5	5	16	21	21	69
South Wisconsin	60	5	1	1	7	9	12	52
Susquehanna	47	5	6	6	11	5	12	33
Texas	30	6	1	1	1	8	13	36
West New York	32	2	1	1	1	1	1	13
Totals • •	1548	169	131	131	517	131	131	1744
					614			92

## REPORT OF DIRECTOR OF PUBLICATIONS

Curriculum developments

The educational leaders of the Congregational Christian Churches have labored during the past year under severe difficulties. They have wished to carry out the agreements made long ago with reference to the launching of a common curriculum. Despite the uncertainties and fears created by the Brooklyn court case, they continued to cooperate with us in the publication of Uniform Lesson materials, begun in January, 1949. They helped to promote and to conduct the Lakeside Conference. They changed the character and the name of their Home Department magazine so that it could appear in January, 1950, with the joint imprint of the Pilgrim Press and The Christian Education Press. They worked with us, though with growing reluctance and doubt, in the publishing of a youth newspaper in January, 1950. Since November, when the court case began in Brooklyn, they have felt that they must proceed with extreme caution. When the adverse decision came, they were convinced that, in order to avoid legal action against the Board of Home Missions and its Division of Christian Education, they must change all their curriculum plans in one way or another. The latest chapter of this story was written in the form of decisions which I am briefly listing.

(1) Youth (which began as United Church Youth) must become an Evangelical and Reformed newspaper.

(2) Cooperation in the publishing of Uniform Lesson materials must cease as of October, 1950.

(3) Church School Worker, planned as the successor to The Pilgrim Series Manual and The Builder, cannot be produced cooperatively.

(4) All units of the Church and Home Series must appear under separate imprints, and the Pilgrim Press imprinted edition must be so censored that the opponents of merger can find no cause for charging that the Division of Christian Education is in any way promoting the idea of merger with the Evangelical and Reformed Church.

(5) Since all the writers of youth-adult courses in the Church and Home Series for the first year happen to be Evangelical and Reformed, at least one of these courses must be dropped, and a course written by a known Congregational Christian leader must be substituted.

(6) The production schedule of Church and Home Series units must be moved forward in order to provide adequate opportunity for Congregational Christian editors to make their suggestions and criticisms of writer's manuscripts, thus enabling the Division of Christian Education to declare that all their editions have been "edited" by Congregational Christians.

(7) For the Congregational Christian Churches, the departmental graded curriculum must appear under the name, "The Pilgrim Series," and not under the name, "Church and Home Series."

In the formulation of these decisions, our staff had practically no voice. Essentially, they were decisions made by certain people in New York or in Boston in the light of what they believed was necessary if any co-operation at all with the Evangelical and Reformed Church was to be continued. The only exception is Item 5. We were first told that after the first six months (October, 1950 to March 1951), the Pilgrim Press must publish youth-adult books independently. At the meeting of the executive committee of the joint staffs on Monday, March 3, where this decision was announced, our representatives pointed out forcefully that this action would involve our Board in unexpected financial risks, that it did not appear to be made necessary by the court action, and that we felt it could not be considered fair to our interests. A day or so later we received a telephone call from Boston, informing us that the decision had been reconsidered, and that the Congregational Christians were now willing to go ahead with cooperation in the youth-adult field for at least a two-year period, provided only that a substitution be made for a course of the first year written by one of our leaders.

What is the meaning of these decisions for us? Of the financial implications our executive secretary has already spoken. He has also indicated the necessity of increasing our editorial staff. If, as I assume, we will continue for some time to publish our own Lesson materials and our own youth paper, if we wish to make sure that Evangelical and Reformed interests are served in our edition of Church and Home Series units, and if we are to make cooperation with the Congregational Christians and the Presbyterians meaningful in the production of the three new storypapers, the Youth Fellowship Kit, and the Junior High Kit, it seems clear that we have no choice - we must employ at least two additional editors, one in the children's field, one in the youth field.

The significance of the recent decisions in terms of the materials we shall make available to our people, is indicated in the following list:

(1) International Uniform Lessons. We will continue to publish, without change of name, the units we began publishing jointly in January, 1949, for pupils and teachers from the Junior Department through the Adult. We will promote the use of The Church in the Home, under Pilgrim Press imprint.

(2) Church and Home Series. We propose to keep this name for the new departmental graded program.

Church School Worker will be our monthly leader's magazine, probably reduced from 64 pages to 48.

For the Nursery group we have decided to use the new materials produced by the Presbyterians, with some cooperation on our part: four quar-

terly books in color for pupils; teaching pictures; and a book for church school leaders and parents, entitled, When They Are Three.

For the Kindergarten and Primary ages we will continue to use the Presbyterian pupils' reading books which were introduced as part of our Bible-Life Series in the fall of 1948; the teaching pictures; revised Kindergarten Activities and Primary Activities packets; and our own teachers' guides, produced jointly with the Congregational Christians and published under separate imprints.

We have decided not to include in our graded curriculum the Third and Fourth Grade units, sometimes called Lower Junior, because a 2-2-2 age grouping is rare in our church schools, and because providing these units in probably limited quantities under our own imprint would be too costly.

For Junior through Adult departments we will have in each age group a pupil's book and a teacher's guide.

The Filmstrip (entitled "The Story of the Christian Church" for the fall quarter of 1950) is to appear under separate imprints.

The Home Books will appear as cooperatively planned, except that they will carry only Pilgrim Press imprint.

(3) Youth will be continued in its present format, on a bi-weekly basis, edited at least temporarily by Marianna Nugent.

(4) Storypapers. Here we can report a surprising and highly satisfying turn of events. Far sooner than any of us dared expect, the Presbyterians announced that they were prepared to consider with us, the Congregational Christians, and the Lutherans, the publication of three new papers, all on a coeducational basis, beginning in October, 1950. Weekly storypapers have been planned cooperatively in style and content, and will appear in October under the names, Stories, Trailblazer, and Venture. Stories will be for boys and girls from 4 to 8 years of age, and the last page is to carry a story and a picture of particular interest to the younger children. Trailblazer will be for junior children, Venture for intermediates. We are delighted that we will have, for the first time, a paper for juniors, and that this paper, like the rest, will be for both boys and girls.

#### The Christian Education Press

##### 1. New Publications

Since the 1949 meeting of the Board we have published two editions of MY CONFIRMATION WORK BOOK (March), YOU CAN READ THE BIBLE by Charles D. Spotts (June), I BELIEVE, A Christian Faith for Youth by Nevin C. Harner (February). All of these publications have been most favorably received and our early sales are unusually good.

## 2. Reprintings

The sixth edition of WINDOWS OF WORSHIP was made in April.

The ninth edition of MY CONFIRMATION came off the press in March. We printed 2,000 copies in cloth, 8000 copies in paper. The prices were raised to \$1.00 and 75 cents respectively. Demand has been so heavy that we are now rushing through the tenth edition.

## 3. Books in Process

The manuscript of a second book by Harner, ABOUT MYSELF, went to press in late February. This will be an informal discussion of psychology from the Christian point of view, aimed especially at teenagers. We have long needed such a book as a text in our summer schools and camps, where courses on Understanding Ourselves are very popular. We are trying to have ABOUT MYSELF in print by the first of June so that it can be used in this way during the coming summer. I BELIEVE will also be used as a camp text.

Helen Link has submitted a good manuscript for a children's devotional book. The manuscript has been on my desk for several months, but I have been unable to edit it because of the pressure of other responsibilities.

Last summer at Lakeside Karl Rest spoke with me about the possibility of publishing a manuscript of Prayers for the Home. He sent me copy during July. Before we could come to a decision we learned that the Commission on Evangelism was considering publication of similar material. Through the efforts of our executive secretary, Dr. Schweinfurth and I began to confer about producing Mr. Rest's book cooperatively. At its meeting in January the Committee on Correlation and Promotion voted favorably on joint sponsorship, and we have recently received a letter from Dr. Louis Goebel in which he says: "At its last meeting General Council passed the following resolution, which I desire to bring to your attention: 'That the Commission on Evangelism and The Christian Education Press be encouraged to proceed with the publication of the book, - Prayers for Personal and Family Use.'"

For several months we have been corresponding with the Rev. Fried-  
rich Rest about the publication of a small book or pamphlet on OUR  
CHRISTIAN SYMBOLS. The manuscript, revised by the author in accordance  
with our suggestions, looks good, and we are now in consultation with  
our printer to discover under what conditions the book might be published  
advantageously.

## 4. A Personal Item

Perhaps the members of the Board will be pleased to know that in late 1948 Miss Lucy Eldredge, editor of youth publications for the Missionary Education Movement, invited me to write the youth book on the

1950 home missions emphasis, "The Church in Its Community." This proved a difficult but enjoyable assignment. The manuscript was completed in August, 1949, and the book, under the title, ONCE THERE WERE TWO CHURCHES, is to be off press on March 15. It will be a beautiful book, well illustrated (I do not vouch for the contents). Recent history has made me increasingly thankful that I belong to our denomination and I hope this book will serve not only to meet a great need in all denominations but also to bring some glory to the name, Evangelical and Reformed.

Respectfully submitted,

Fred D. Wentzel

## LITERATURE CONSULTANT

Perhaps it would be correct to say that as far as Curriculum is concerned, the present state in the church is one of expectancy. Lakeside and other publicity has made our people conscious of the new CHURCH AND HOME SERIES and now they are awaiting its appearance and, incidently, requesting samples for examination. We look forward to the spring institutes across the Church, hoping we may reach every Evangelical and Reformed Church School with detailed information on this new curriculum. Is it too much to expect that by next year we shall be able to report at least 80% of our churches using their own Church and Home Curriculum?

## CURRENT CIRCULATION FIGURES

Bible-Life

## NURSERY -

It is difficult to know whether the number of nursery children is increasing, whether more schools are establishing nursery departments, or whether schools where nursery and kindergarten children are combined in one room, previously used kindergarten material and have now turned to nursery. Whatever the reasons, the fact remains that there has been a steady increase in circulation of nursery leaflets. It will be interesting to watch nursery circulation next year, when the Church and Home Series item for 3 year olds will be a book instead of a leaflet. With the advent of this new Nursery Course, schools will have a choice of 3 excellent one-year Nursery Courses.

Nursery Pupils' Leaflets - Oct.-Dec. 1947	7,925
" " 1948	9,402
" " 1949	10,404
Jan.-Mar. 1950	10,633

## KINDERGARTEN

Teacher - Even though there has been a slight decrease in the number of copies of GROWING (teachers' magazine) circulated in the past few quarters, the number is still about 1200 more than in the corresponding period of the former Beginners' Teachers' Quarterly.

Oct.-Dec. 1948	4,454
" " 1949	4,445
Jan.-Mar. 1950	4,401

Pupil - The use of the Kindergarten pupils' reading books has been up and down:

Oct.-Dec. 1948	29,602	
Jan.-Mar. 1949	28,730	about 1100 less than circulation of leaflets
Apr.-June 1949	29,197	
July-Sept. 1949	27,522	
Oct.-Dec. 1949	28,004	
Jan.-Mar. 1950	27,185	

**PRIMARY**Teacher - Opening Doors:

Oct.-Dec. 1948	5,883	
" " 1949	6,039	about 1600 more than former
Jan.-Mar. 1950	5,790	Primary Teachers' Quarterly

Pupil

Oct.-Dec. 1948	36,070	
" " 1949	37,204	about 4,000 more than
Jan.-Mar. 1950	37,345	the Primary leaflets

It is probably not entirely accurate to interpret these figures to mean a preference for one type of material over another - although we would hope that an element of preference enters into the increases. More accurate we judge would be the matter of varying birth rates in the different periods of time represented by the three departments. Our Circulation Manager tells me that in the years she has served, there have been regular cycles of increase and decrease in the circulation of the various children's materials.

Dissatisfaction With Present Kindergarten and Primary

On March 6 we made a study of the present use of Kindergarten and Primary Bible-Life materials. We checked the records to see how many schools who had regularly been using Beginner and Primary Bible-Life over a number of years had discontinued since the new material came into use in October, 1948.

271 schools have discontinued the Kindergarten  
240 schools have discontinued the Primary

The number of schools which had not heretofore used E. and R. Bible-Life Kindergarten and Primary material, but which began using it since the change in October, 1948, were as follows:

80 new schools using Kindergarten  
85 new schools using Primary

Junior - Young People

We shall complete 9 years' use of the Bible-Life Series in September, 1950, - 3 three-year cycles. The following decreases seem to indicate definitely that our schools are ready for a change:

**JUNIOR**

	Teacher	Pupil
Oct.-Dec. 1947	3,403	26,210
" " 1948	3,614*	26,816*
" " 1949	3,338	26,199
Jan.-Mar. 1950	3,336	25,723

\*Note the increase at the time the new Kindergarten and Primary materials came into use and the subsequent drop.

INTERMEDIATE

<u>Teacher</u>		<u>Pupil</u>		
Oct.-Dec.	1947	1,887	Oct.-Dec. 1947	14,289
" "	1948	2,048	" "	14,821
" "	1949	1,649	" "	12,752
Jan.-Mar.	1950	1,680	Jan.-Mar. 1950	13,330

SENIOR

<u>Teacher</u>		<u>Pupil</u>		
Oct.-Dec.	1947	948	Oct.-Dec. 1947	6,977
" "	1948	935	" "	7,234
" "	1949	770	" "	5,920
Jan.-Mar.	1950	728	Jan.-Mar. 1950	5,794

YOUNG PEOPLE

Oct.-Dec.	1947	1,911
" "	1948	1,901
" "	1949	1,428
Jan.-Mar.	1950	1,087

International Uniform Lessons

The new joint arrangement for the Uniform materials began with the January-March, 1949, issue. It is difficult to make comparisons previous to that time so far as the teachers' quarterlies are concerned because there were different age group combinations. The circulation picture is as follows:

JUNIOR

<u>Teacher</u>		<u>Pupil</u>	
Jan. 1949	- 1,420	Jan. 1948	- 11,867*
Apr. 1949	- 1,402	Jan. 1949	- 11,152
July 1949	- 1,448	Oct. 1949	- 12,774
Oct. 1949	- 1,533	Jan. 1950	- 12,474
Jan. 1950	- 1,503		

YOUTH ADULT TEACHER

Jan. 1949	- 8,200
Oct. 1949	- 8,451
Jan. 1950	- 8,283

INTERMEDIATE PUPIL

Jan. 1948	- 14,209*
Jan. 1949	- 13,607
Oct. 1949	- 14,281
Jan. 1950	- 13,913

SENIOR-YOUNG PEOPLE

Jan. 1948	- 19,436*
Jan. 1949	- 19,869
Oct. 1949	- 20,159
Jan. 1950	- 20,137

ADULT STUDENT

Jan. 1948	- 73,772*
Jan. 1949	- 71,484
Oct. 1949	- 75,102
Jan. 1950	- 74,495

LESSON LEAF

Jan. 1948	- 23,990*
Jan. 1949	- 22,455
Oct. 1949	- 19,078
Jan. 1950	- 19,351

\*(former materials)

## CHURCH IN THE HOME

Jan.-Mar. 1950 - 1,519

It is impossible to summarize April-June circulation so early in March, but Mrs. Hull reports definite signs of increase for this Home Department item.

Magazines and Story Papers

## FRIENDS

The present circulation of Friends is higher than at any time during 1949. It stands at 20,110 as of March, 1950.

## COMRADES

## PIONEER

## GATEWAY

When Comrades ceased as a publication its circulation was 23,905. The present combined circulation of Pioneer and Gateway is 27,373.

## YOUTH

<u>Youth Magazine</u>	<u>United Church Youth</u>
Jan. 1949 - 21,265	Jan. 1950 - 19,005
Oct. 1949 - 19,181	Feb. 1950 - 18,943
Dec. 1949 - 19,164	

It is a little early to draw any conclusions concerning the change.

## BUILDER

Little by little subscriptions have dropped: Jan. 1949 - 7,995  
Oct. 1949 - 7,625  
Feb. 1950 - 7,563

## CHRISTIAN EDUCATION STATISTICS

Again the blanks had to be sent out separately from the church report blanks, but they were mailed before Christmas and the returns have been somewhat better than last year. In 1949 we received only 1,583 before we sent the first follow-up. This year we had 1,756. Ruth Welsh is at work now, sending reminders to ministers, superintendents, or some other responsible person in the church.

To date, the number of church schools stands at 2,647.

Dr. Sheeder was eager to know whether there were signs of increase in enrollment and average attendance. After a little experimenting we finally decided to take the first 9 Synods (not including Dakota), add all the 1950 figures sent to us, go to Dr. Kerschner's office for the figures on 1950 reports he had which we did not, and for the rest of the schools, use the latest enrollment figures at hand. We discovered that in these 9 synods there was a slight increase:

Enrollment 1950 - 127,951	Average Attendance - 74,149
1949 - 126,057	72,039

This is about 1.5% increase in enrollment and about 2.9% increase in attendance.

Whether this sampling really says anything to us concerning the total Evangelical and Reformed Church School enrollment, I do not know. You may take it for what it is worth. Of these nine Synods 5 reported increases and 4 decreases in enrollment; 7 showed increases in average attendance, 2 decreases.

#### SERVICE LIBRARY

From January 1, 1949, when we began our records, to March 7, 1950, the Service Library sent out 3,195 books in response to 1,029 requests. We have added 256 books to the Library; a few have been given but most of them have been purchased.

Mrs. Kennel in the office of the Cooperative Council of Missionary Education made a complete check of the books in the library there. She checked with the Library Catalog and Supplement and presently we hope to have at least one working copy of what is available from both addresses. She reports about 1300 books in the St. Louis library; we have 5500 in Philadelphia.

The Service Library Catalogs were available for the taking at Lakeside and as a result we have Congregational-Christian groups availing themselves of its service. (I trust it is legal for us to comply with their requests.)

My two helpers and I have tried to divide the volume of work which passes through both offices in ways which will result in the greatest efficiency. There are times when we feel we have been successful and others when we are not so sure as to our adequacy. Our working relationships are pleasant and we shall keep striving to improve our service to Christian Education.

I should like to express to the Board my appreciation of the extended vacation granted me last summer. I tried to use it so as to be able to do better work in the year ahead. I am sure that the rest and change of scenery benefited me and that the stored up energy stood me in good stead and will continue to do so. Thank you.

Respectfully submitted,

Greta P. Hinkle

SUMMARY OF FIELD WORK

<u>Synods</u>	<u>Local Mtgs.</u>	<u>Area(Clinic) Mtgs.</u>	<u>Xn.Ed.Com. Mtgs.</u>	<u>Synod-Wide Mtgs.</u>
California	2	2		6 6
Central Pennsylvania	7	3	1 1	1 5
Dakota				
East Pennsylvania	3	3	2 2	7 7
Iowa	1	1	1 1	8 8
Kansas City	2	2	1 1	1 1
Lancaster	1	1	2 2	3 3
Lehigh	6	13	8 8	
Magyar				
Mercersburg			3 3	
Michigan-Indiana			3 3	
Missouri Valley			1 1	8 8
Nebraska			2 2	2 2
New York	3	3	1 1	2 2
Northeast Ohio	1	1	4 4	
Northern				3 3
North Illinois			4 4	11 11
Northwest Ohio	2	2	2 2	5 7
North Wisconsin		3 3	2 2	1 1
Pacific Northwest	21	32		
Philadelphia	33	34	8 15	7 7
Pittsburgh	2	2	6 6	3 3
Potomac	1	1		3 3
Reading	5	5	3 3	1 1
Rocky Mountain	1	1		2 2
Southeast Ohio	1	1	3 3	1 1
Southern			3 3	3 3
South Illinois		8	8	2 2
South Indiana	1	1	1 3	2 2
Southwest Ohio	6	6	2 2	12 12
South Wisconsin			4 4	4 5
Susquehanna		1	3	2 2
Texas	1	8		17 17
West New York	1	1	1 1	2 4
		3 21	3 3	14 16

Denominational meetings in which Staff members participated (not including Staff, Board and Lakeside Committee Meetings):

<u>Meetings</u>	<u>Days</u>
161	389

Interdenominational meetings in which Staff members participated:

<u>Meetings</u>	<u>Days</u>
138	290

## REPORTS OF THE EDITORIAL DEPARTMENT

To the members of the  
Board of Christian Education and Publication

Two words best characterize the activities of the past year: Change and Adjustment. The conditions calling for the changes and the adjustments and the specific persons and publications involved are well known to all the members of the Board. We report them here not as something new and startling, but merely as a recording of the completion of the Board's recommendations and requests.

Since the last annual meeting the St. Louis editorial office has written finis to fifteen publications. Comrades (after seven years of service) came to a close on June 26, 1949. The last issue of Youth (twelve years) was issued on December 18, 1949. Seven quarterlies of the Bible-Life Series (nine years) were completed January, 1950. Opening Doors and Growing (kindergarten and primary quarterlies used during the last two years) were brought to an end in March of this year. Two other publications - The Builder and Friends (both of thirteen years' duration) - will be issued for the last time in September, 1950. The work on these last two publications will be completed by June.

Naturally discontinuing these publications made necessary certain adjustments in the responsibilities of the editors. In June of 1949, Miss Remmel moved to Boston where she was given the responsibility of cooperating with the Presbyterian USA in the production of Stories, Pioneers and Venture, weekly story papers; the junior and senior high kits, youth fellowship material; and the intermediate pupil and teacher quarterlies, Uniform Series.

Miss Kniker is now working on the junior pupil and teacher quarterlies, Uniform Series; and a great deal of the proof reading. In addition to the general supervision of the work, I am specifically giving my time to editing the biblical interpretations; Lesson Leaf, writing most of it myself; part of the work on the senior-young people's teachers' material, all Uniform Series; the adult student and teacher quarterlies, Church and Home series; some proof reading, and routine work that need not be enumerated here.

Dr. E. A. G. Hermann, since January, 1950, has been putting in approximately half time, working on adult student and teacher guidance material and senior-young people's materials.

Dr. Hermann entered the editorial work twenty-two years ago as editor of the story papers and writer of some lesson materials for the Board of Christian Education of the Reformed Church in the US. When the merger of our two groups took place some thirteen years ago, he moved to St. Louis and joined forces with the St. Louis editorial staff of the Evangelical and Reformed Board of

Christian Education and Publication. As editor he has been responsible for different publications at different times, however most of his time had been devoted to editing Uniform Lesson materials. In addition he did considerable proof reading, and in my absence from the office, he worked, at times, on Youth and The Builder.

During the years there has been a fine fellowship among all the editors. To this fellowship Dr. Hermann contributed much. One cannot work so closely with another for thirteen years and more, without coming to know the "real" person, at least this is the feeling of the editors. We enjoyed his friendship, rejoiced in his pleasures and achievements; we also sorrowed in his trials and sorrows. It could not have been otherwise, when we were thrown so closely together!

The changes and adjustments, due to discontinuing certain publications, have lessened the need for so much extra night work, for which we are truly grateful.

Last year I reported that we were forced to secure new secretarial help because both of our secretaries were leaving St. Louis in June, 1949. We were fortunate in securing two secretaries - Betty Jane Underkofler and LaVerne Fromm - who entered the office work last year and have fitted into the positions with comparative ease. Their personalities as well as their qualifications are such that our office has been able to carry on with a high degree of congeniality and efficiency. We wish to express our thanks for their services.

In closing we wish to express our gratitude to the members of the Board and to our colleagues in the work for the help and guidance that they have so unsparingly given to us here in St. Louis.

Respectfully submitted,

FRED E. MCQUEEN

To the members of the  
Board of Christian Education and Publication

The work of the past year has been much the same as that of the year before, as far as I am concerned:

1. Finishing the Bible-Life lessons for the children's division by:
  - a. Bringing the course for juniors of the previous cycle up-to-date.
  - b. Making denominational changes in the kindergarten and primary teacher-parent magazines, Growing and Opening Doors, which we have been using with the Presbyterian Board of Christian Education.
2. Editing Friends, the paper for children up to 9 years of age.
3. Editing the International Uniform lesson material for juniors and teachers of juniors.
4. Attending several larger and smaller committee meetings for the United Church Series, and reading manuscripts of the Church and Home Series.

At times writers have been late getting in manuscripts which makes work more difficult and necessitates working under great pressure. We are working on this and hope to have manuscripts scheduled so far ahead eventually that this difficulty will be overcome.

Naturally one wonders what the full implications of the Brooklyn decision will mean as far as our work is concerned.

Expressing my appreciation for all help and cooperation by others on the staff and for all of the Board,

Respectfully submitted,

ROSE M. KNIKER

To the Members of the  
Board of Christian Education and Publication

This is the first time that I have written a separate report. In the past, it has always been a part of the composite report of the Editorial Department in St. Louis. But since your last meeting, as you know, I moved to Boston in preparation for the merger which we had expected to be consummated in June of this year.

I began work in Boston on August 1, 1949. Since then the major portion of my time has been given to editing the pupil's and teacher's material of the Uniform lessons for intermediates, and to co-operative planning with the Presbyterians on story papers and Kits. I was supposed to help in the editing of the junior high material for the Church and Home Series, but so far I have only read the original manuscripts, as have all Youth Committee members, and have proofread the first quarter's material. After the court decision and the need for printing two separate editions arose, I was also asked to glance over a lesson each in the junior and junior high proofs for necessary denominational changes.

The cooperation with the Presbyterians on story papers has been most heartening. Soon after conferences began to be held with the editors, in which our concern for real junior material in Gateway and Pioneer was expressed, Mr. Ribble called a meeting of the Presbyterian, Lutheran, Congregational Christian, and Evangelical and Reformed staffs to consider the possibility of printing a junior and a junior high paper, both to be coeducational, beginning this fall. All agreed that this arrangement would serve the needs of our constituencies better. As a result, plans are now in progress for these new publications, and we are in on the ground floor of the planning.

Because the Presbyterians agreed to certain changes that would make the primary paper, Stories, more satisfactory to all our constituencies, the Executive Committee of our Board decided in its December meeting to rescind the Board's previous action to continue publishing Friends and to cooperate instead with the Presbyterians in the publication of Stories. I was asked to serve as cooperating editor for the Congregational Christian Churches and the Evangelical and Reformed Church. (I had already been doing this for the Congregational Christian Churches since August 1.) Plans for the October issues of Stories are now being made and many of our Children's Committee plans for Friends will be carried out in Stories.

As to Kits, I have been reading all the manuscripts for the Youth Fellowship Kit for 1950-51. The manuscripts for the Junior High Kit are just beginning to come through, and I am relaying the comments of our junior high field workers and editors (Congregational Christian and Evangelical and Reformed) to the Presbyterian editor.

About the future of my work I am quite uncertain at this writing. The Congregational Christians will not be using the intermediate Uniform materials. Will they be able to continue the arrangement in regard to story papers and Kits? There will have to be some work on the Church and Home Series materials to prepare them for our own edition. Would it be best for me to continue in Boston, or should I rather be in one of our Evangelical and Reformed centers close to our staff and our sources of information?

These are questions which must be left for you to answer. I will be in accord with whatever decision you make in this period of adjustment.

Before closing, I would like to pay tribute to the spirit of friendship and comradeship displayed by the Congregational Christian staff towards me. They truly have made me one of themselves. Although the court action has forced them to go off by themselves in their planning, there is still a fine working relationship which I appreciate.

Yours in our sacred task of Christian education,

MARIE ROSE REMMEL  
Associate Editor

## COOPERATIVE COUNCIL OF MISSIONARY EDUCATION

To the Members of the  
Board of Christian Education and Publication

During the past year the Cooperative Council of Missionary Education has had many opportunities to serve the church in the interest of missions. It has been primarily concerned in changing attitudes of persons not interested in missions and guiding them into a more Christ-like relationship with their fellowmen. For this purpose we have suggested the best methods and materials for teaching missions effectively to church school teachers, directors of schools of missions and pastors.

A thrilling chapter in the history of the world-wide church is being written today. The new program presented by the younger churches to the Foreign Missions Conference of North America in 1948 is getting under way. It is a blue-print drawn up chiefly by the younger churches for both sending and receiving churches. At the beginning of 1950 the Home Missions Council of North America reviewed and appraised the entire present enterprise of national missions and charted the course to be followed in the years ahead by its agencies in the homeland.

The Cooperative Council of Missionary Education has suggested and helped create materials for bringing the total mission program to the attention of our people. We have formulated plans and sought ways of using these materials more effectively in the different age groups in our churches.

The program of things to be done by the Council has been as crowded as ever. The Council has submitted manuscripts to its age-group committees and other competent persons for constructive criticisms and helpful suggestions. As a result of this process several manuscripts have either been dropped or withheld from publication until further revision can be made.

Materials Discontinued

"Glory and Shame", a book on Japan was withheld because it did not meet original specifications.

"Ellis Community Center" brochure, was discontinued because this center had received considerable publicity in its own anniversary bulletin and in The Messenger.

"A New City"--Forest Park, Chicago, pamphlet. This project was not sufficiently developed to warrant publicity at this early stage.

### Reprints

Friends Across the Sea - In China was reprinted in October 1949. (10,000 copies).

Friends Across the Sea - In Honduras was revised and reprinted in November 1949. (8,000 copies)

Friends Across the Sea - In Africa was reprinted in November 1949. (8,000 copies)

### Materials Published

"Our Mission Task in Iraq". This material was written for and at the request of the Joint Committee of the United Mission in Mesopotamia. This Committee is composed of the Dutch Reformed Board, the Presbyterian Board USA and the Board of International Missions of the Evangelical and Reformed Church. 20,000 copies were published in January 1950.

"Japan Seeks a New Way", a poster-folder report on present day conditions of our work in Japan was written by Dr. Dobbs F. Ehlman. The Council compiled pictures and prepared the publication as supplementary material for the current study theme on Japan. It was published July 1949 with 8,000 imprints.

Friends Across the Sea - In Japan. This children's flier was published in April 1949 to be used for free distribution. 25,000 copies were printed.

"Tetsuzo, the Son of a Samurai" by Cornelia R. Schroer is a Japanese play based on the historical biographical facts in the life of Tetsuzo Miura, one of North Japan's outstanding pastors. 500 copies were mimeographed for the Council. The four-colored cover was designed and printed by the silk screen method.

"Our Heritage". This pamphlet presents the present state and conditions among Japanese-Americans and the work of the Board of National Missions among them. It was published August 1949 and was included in the yearly emphasis packet of the Board of National Missions. 5,000 imprints were made.

Friends Across the Sea - In Iraq. This children's flier has been printed for the mission theme in 1951. It will not be released until the NEM children's books on the Near East are released for sale. 25,000 were printed in February 1950.

### Materials in Preparation for Publication

"Christianity Makes A Difference" - Deitz and Schroer, a 106 page book on both national and international mission fields will be printed shortly. It is now in galley form.

### World Neighbor News

Materials which come to us from our 260 national mission churches have been very meager. Seldom do they have the glamour and uniqueness of the materials and news items that come from our seven foreign fields. However, the Council has sought diligently to present both national and international missions in this 14-16 quarterly World Neighbor News so that the total picture of our mission fields comes before our participating groups. Recently the entire list of World Neighbor Groups has been carefully culled and, as far as possible, all non-active groups have been dropped. There are now 1,010 participating groups. The September issue included the dedicatory service of St. James Church at Chatham Village and a \$10,000 Chinese paper bill. As was expected, the response to this issue was exceptionally fine.

### Interdenominational Responsibilities

Missionary Education Movement. It is a stimulating experience to work with this interdenominational group of church leaders. As director of the Cooperative Council of Missionary Education I have helped to create and have constructively criticized materials for our use in all age groups.

International Council of Religious Education - Missionary Education Section. For the second year I have served as chairman of this section. This involved creating and setting up the program for the section for February 12-15 highlighting the 1950-51 themes - national missions, "Cooperation for a Christian Community" and for international missions, "The Near East."

### Summer Schools and Camps

For the 1949 summer season teachers of missions courses were found and sent to 47 camps. The total expense for all teachers sent to camps requesting teachers amounted to \$928.93. It was our privilege to send two students from abroad to these camps - Rev. Tai Akagi of Sendai, Japan, and Rev. Gurbachan Singh of India. Both did exceptionally fine work and were well received in all camps they attended.

### Lakeside Exhibit

This exhibit covering a 9' x 21' wall map was prepared by the Council to present the materials for the participating boards and agencies. It consisted of a circular piece of plastic on which were etched the mission fields of the E and R Church.

### Schools of Missions

These schools were again promoted and set up. This entails a great deal of work and writing of letters in order to help local churches or a cooperating group of churches to conduct effective schools. Of special

significance are those schools of missions held at Indianapolis and the Elliston, Elmore, Bellevue and Tiffin, Ohio schools, the latter of which was conducted on a staggered time schedule. For the fourth year a special set of graded study materials for both national and international missions has been compiled.

It has been a privilege to carry forward the missionary education program for the church. We are also aware of the many things that need to be done for the cause of missions. This can only be accomplished by and through the planning and efforts with others who are working for the same cause.

Respectfully submitted

GILBERT W. SCHROER  
Director

FINANCIAL STATEMENTS

## BOARD OF CHRISTIAN EDUCATION AND PUBLICATION

## EVANGELICAL AND REFORMED CHURCH

## BALANCE SHEET JANUARY 31, 1950

(on the basis of cash receipts and disbursements)

Assets

## Cash

Demand deposits	9,663.65
Cash on hand	500.00
	<hr/>
	10,163.65

## Accounts Receivable

Periodical Department	368.88
Christian Education Press	182.69
Advances to employees	134.41
Other	51.05
	<hr/>
	737.03

Note receivable, employees	845.00
----------------------------	--------

Deferred Charges	192.99
	<hr/>
	11,938.67

Liabilities, Funds and Capital

## Taxes Payable

Withholding taxes	565.41
City of Phila. wage tax	174.92
	<hr/>
	740.33

Pension premiums payable	237.29
--------------------------	--------

## Special purpose funds

Envoy - Youth Work	1,410.98
Miller Memorial Fund	269.07
Fellowship Fund - World Neighbors	192.81
Special designated gifts	78.69
	<hr/>
	1,951.55

	2,929.17
--	----------

Capital, as annexed	9,009.50
	<hr/>
	11,938.67

CAPITAL ACCOUNTFor the year ended December 31, 1949

Balance, January 1, 1949	147,540.89
<u>Adjustments as of January 1, 1949</u>	
Charge off the following	
Accounts	
Loan to Heidelberg Press	19,700.00
Inventory of Supplies, etc.	3,363.65
Furniture and Fixtures	<u>3,250.00</u>
	<u>26,313.65</u>
Adjusted Balance	
January 1, 1949	121,227.24
Income for the year ended	
December 31, 1949	<u>45,617.68</u>
Balance, December 31, 1949	166,844.92
	<u>=====</u>

NEW CURRICULUMDISBURSEMENTS FOR THE YEAR ENDED DECEMBER 31, 1949

	<u>Fred E. McQueen</u>	<u>Fred D. Wentzel</u>	<u>Other Expenses</u>
Salaries	285.87	1,753.67	7,891.62
Church and Home series			5,251.51
Travel	186.30	152.85	1,529.52
Promotional Expenses			1,715.78
Visualization			1,676.60
Rentals		600.00	450.00
Telephone and Telegraph	1.35	36.24	109.38
Pensions		139.43	
Stationery and Supplies, Etc.		25.66	21.05
Postage and Express	1.32	9.00	35.06
	<hr/>	<hr/>	<hr/>
	474.84	2,716.85	18,680.52
	<hr/>	<hr/>	<hr/>
			21,872.21
			<hr/>

PERIODICAL DEPARTMENTTENTATIVE PROFIT AND LOSS STATEMENTFOR THE TWELVE MONTHS ENDING DECEMBER 31, 1949

	<u>SALES</u>	<u>COST AND EXPENSE</u>	<u>PROFITS</u>
<u>BIBLE LIFE SERIES</u>			
NURSERY	9,852.31	7,464.88	2,387.43
KINDERGARTEN — GROWING	8,124.40	9,885.68	(1,761.28)
KINDERGARTEN — READING BOOKS	33,728.79	30,909.22	2,819.57
KINDERGARTEN — ACTIVITIES	6,390.55	7,144.31	(753.76)
KINDERGARTEN — TEACHING PICTURES	2,650.19	2,399.12	251.07
PRIMARY — OPENING DOORS	10,634.92	11,764.43	(1,129.51)
PRIMARY — READING BOOKS	43,752.92	39,982.34	3,770.58
PRIMARY — ACTIVITIES	14,813.47	14,800.80	12.67
PRIMARY — TEACHING PICTURES	2,870.42	2,676.10	194.32
JUNIOR TO YOUNG PEOPLES	45,858.67	43,915.93	1,942.74
<u>PAPERS, MAGAZINES, ETC.</u>			
HOW — JUNIOR HIGH	356.35	1,545.05	(1,188.70)
HOW — YOUTH	602.13	1,747.01	(1,144.88)
HOW — MONTHLY	234.46	37.18	197.28
YOUTH FELLOWSHIP KIT	882.00	493.92	390.08
JUNIOR HIGH KIT	347.25	207.58	139.67
BUILDER	5,579.19	7,025.21	(1,446.02)
FRIENDS	13,679.15	10,949.34	2,729.81
COMRADES	10,378.43	12,340.76	(1,962.33)
PIONEER	6,234.36	5,886.46	347.90
GATEWAY	7,035.76	6,466.39	569.37
YOUTH	24,905.98	27,964.87	(3,058.89)
<u>UNIFORM SERIES</u>			
JUNIOR TEACHERS QUARTERLY	1,441.53	5,200.17	(3,758.64)
JUNIOR PUPILS QUARTERLY	9,353.17	7,932.81	1,420.36
YOUTH ADULT TEACHER	14,656.63	16,839.53	(2,182.90)
INTERMEDIATE PUPIL	11,962.38	8,878.88	3,083.50
SENIOR YOUNG PEOPLE	17,840.24	11,716.47	6,123.77
ADULT STUDENT	61,762.09	29,741.92	32,020.17
LESSON LEAF	8,537.40	5,124.84	3,412.56
GENERAL	4,838.38	3,944.14	894.24
MISCELLANEOUS	1,885.75	1,979.20	(93.45)
OTHERS	1,005.61	1,066.50	(60.89)
	382,194.88	338,029.04	44,165.84

PERIODICAL DEPARTMENT

TENTATIVE PROOF IT AND LOSS STATEMENT

FOR THE TWELVE MONTHS ENDING DECEMBER 31, 1942

BIBLE LITERATURE

PERIODICAL DEPARTMENT

FOR THE TWELVE MONTHS ENDING DECEMBER 31, 1942

PAPERS, MAGAZINES, ETC.

PERIODICAL DEPARTMENTTENTATIVE PROFIT AND LOSS STATEMENTFOR THE TWELVE MONTHS ENDING DECEMBER 31, 1949

	<u>UNIFORM</u>										
	<u>JUNIOR TEA. OR. PUP. QR.</u>	<u>JUNIOR ADULT</u>	<u>YOUTH PUP. QR.</u>	<u>INTER. PUP. QR.</u>	<u>SENIOR YOUNG</u>	<u>ADULT STUDENT</u>	<u>LESSON LEAF</u>	<u>GENERAL</u>	<u>MISC.</u>	<u>OTHERS</u>	<u>TOTAL</u>
<u>ACCOUNTS</u>											
SALES ( NET )	1,441.53	9,353.17	14,656.63	11,962.38	17,840.24	61,762.09	8,537.40	4,838.38	1,885.75	1,005.61	382,194.88
<u>COST OF SALES</u>											
SAALARIES — EDITORS	1,229.59	1,162.52	2,487.40	1,480.94	1,272.05	1,547.87	404.74				16,268.77
SAALARIES — ACCT. EXEC., CIR.	147.94	979.56	1,535.31	1,243.45	1,867.17	6,461.13	891.60	507.78	195.91	103.95	39,982.21
PRODUCTION	2,455.34	3,782.24	9,284.57	4,318.51	6,267.70	15,162.66	2,849.45	3,018.76	1,675.00	903.75	223,657.77
LITERARY	806.15	609.50	70.00								3,918.48
ILLUSTRATION	268.09	188.17	287.12	175.43	112.90	78.22	33.36				3,134.89
DISTRIBUTION	199.37	646.67	1,179.03	585.22	805.97	2,485.51	421.30	130.35	(2.54)		26,051.26
GENERAL OFFICE	10.00	10.00	13.86	10.00	10.00	20.00	20.00				223.72
ADVERTISING											49.18
WRITERS FEES											2,124.40
DEPARTMENT OVERHEAD	83.69	554.15	868.54	703.43	1,056.28	3,655.13	504.39	287.25	110.83	58.80	— 22,618.36
TOTAL COST AND EXPENSE	5,200.17	7,932.81	16,839.53	8,878.88	11,716.47	29,741.92	5,124.84	3,944.14	1,979.20	1,066.50	338,029.04
FINAL PROFIT AND LOSS	(3,758.64)	1,420.36	(2,182.90)	3,083.50	6,123.77	32,020.17	3,412.56	894.24	(93.45)	(60.89)	44,165.84

( ) DENOTES LOSS

PERIODICAL DEPARTMENT  
ALLOCATION FOR DEPARTMENTAL OVERHEAD  
FOR THE TWELVE MONTHS ENDING

DECEMBER 31, 1949

ACCOUNTS WRITTEN OFF	46.44
ADVERTISING	193.01
EQUIPMENT	2,084.84
FREIGHT AND EXPRESS	104.49
INCIDENTALS	1,536.12
INSURANCE	567.92
LIBRARY	80.50
EDEN OFFICE OVERHEAD	5,089.71
POSTAGE	2,091.65
RENT	3,348.72
RESIDENCE RENT	2,100.00
PENSION	737.33
SHIPPING DEPARTMENT CHARGES	302.36
STATIONERY AND PRINTING	1,827.35
TELEPHONE	455.83
TRAVEL	2,048.09
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	22,618.36

	SALES	PERCENT OF SALES	SHARE OF EXPENSES
<u>BIBLE LIFE</u>			
NURSERY	9,852.31	2.56	583.55
KINDERGARTEN — GROWING	8,124.40	2.13	481.17
KINDERGARTEN — READING BOOKS	33,728.79	8.83	1,997.20
KINDERGARTEN — ACTIVITIES	6,390.53	1.61	371.73
KINDERGARTEN — TEACHING PICTURES	2,650.13	.70	158.33
PRIMARY — OPENING DOORS	10,634.92	2.78	628.79
PRIMARY — READING BOOKS	43,752.92	11.45	2,589.80
PRIMARY — ACTIVITIES	14,813.47	3.88	877.59
PRIMARY — TEACHING PICTURES	2,870.42	.75	169.64
JUNIOR TO YOUNG PEOPLES	45,858.67	12.00	2,714.20
<u>PAPERS, MAGAZINES, ETC.</u>			
HOW — JUNIOR HIGH	356.35	.09	20.36
HOW — YOUTH	602.13	.16	36.19
HOW — MONTHLY	234.46	.06	13.57
YOUTH FELLOWSHIP KIT	882.00	.23	52.02
JUNIOR HIGH KIT	347.25	.09	20.36
BUILDER	5,579.19	1.46	330.23
FRIENDS	13,679.15	3.58	809.74
COMRADES	10,378.43	2.72	615.22
PIONEER	6,234.38	1.63	368.68
GATEWAY	7,035.76	1.84	416.18
YOUTH	24,905.98	6.52	1,474.72
GENERAL	4,838.38	1.27	287.25
<u>UNIFORM</u>			
JUNIOR TEACHER QUARTERLY	1,141.53	.37	83.69
JUNIOR PUPILS QUARTERLY	1,353.17	.45	124.55
YOUTH — ADULT TEACHER	14,656.23	3.84	868.54
INTERMEDIATE PUPILS QUARTERLY	11,962.38	3.11	703.43
SENIOR YOUNG PEOPLES	17,840.24	4.67	1,056.28
ADULT STUDENT	61,762.09	16.16	3,655.13
LESSON LEAF	8,237.40	2.23	504.39
MISCELLANEOUS	1,888.75	.49	110.83
OTHERS	1,005.51	.26	58.80
<hr/>		<hr/>	<hr/>
	382,194.88	100.00	22,618.36

BOARD OF CHRISTIAN EDUCATION AND PUBLICATIONTHE CHRISTIAN EDUCATION PRESSPROFIT AND LOSS STATEMENTFOR THE THIRTEEN MONTHS ENDING JANUARY 31, 1950

<u>Sales</u>	21,267.76
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Cost of Sales

Inventory at January 1, 1949	26,678.33
Production	16,393.41
Other Costs	<u>2,477.76</u>
Total	45,549.50
Less Inventory at January 31, 1950	<u>29,402.16</u>
Cost of Goods Sold	<u>16,147.34</u>
Gross Profit - Per Schedule	5,120.42

Expenses

General Expense	24.91
Postage	505.21
Rent	531.80
Salaries	1,462.03
Telephone and Telegraph	205.45
Heidelberg Press Shipping Room Service	111.92
Travel	37.82
Equipement	116.07
Supplies	394.66
Auditor	266.66
Advertising	<u>366.47</u>
Total Expenses	<u>4,023.00</u>
Total Profit for the Period	1,097.42

Other Income

Special Handling	2.65
Miscellaneous Publications	<u>112.40</u>
Net Profit for the Thirteen Months	1,212.47

BOARD OF CHRISTIAN EDUCATION AND PUBLICATION

CHRISTIAN EDUCATION PRESS  
ANALYSIS OF GROSS PROFIT - PER PUBLICATION  
FOR THE THIRTEEN MONTHS ENDING JANUARY 31, 19

PUBLICATION	SALES	INVENTORY 1-1-1949	PRODUCTION COST	TOTAL	LESS INV. 1-31-1950	GROSS PROFIT OR LOSS	OTHER COST PER SCHEDULE	GROSS PROFIT OR LOSS	NO. OF COPIES	END OF PERIOD UNIT COST
A WORLD TO CHANGE BELOW THE GREAT WALL	272.60	0	1,596.45	1,596.45	1,335.74	262.71	11.89	432.67	4116	.49
BEST PLAYS FOR THE CHURCH CHILDREN'S DEVOTIONAL	122.55	2,219.63	2,219.63	2,132.09	87.54	35.01	116.45	18.56	4116	.518
CHRISTIAN FAITH AND LIFE CHRISTIAN HYMNWAYS	206.23	0	221.40	121.20	120.20	106.03	11.29	94.74	606	.20
EPISTLE TO WHITE CHRISTIANS GATES OF BEAUTY	1,418.57	6,511.68	6,738.89	1,007.11	721.78	686.72	10.65	676.14	2469	.079
GOOD TIMES IN THE RURAL CHURCH GREET THE MAN	1,482.81	0	6,511.68	5,607.53	904.15	578.62	17.97	560.69	17595	.3187
HYMNS FOR JUNIOR WORSHIP HYMNS FOR PRIMARY WORSHIP	1,207.72	1,559.86	1,049.84	510.12	627.60	100.88	596.72	2589	4055	.40
INTO ALL THE WORLD JESUS AND HIS TEACHINGS	1,470.93	0	1,600.80	950.00	520.93	51.13	469.80	1627	0	
JUNGLE LEISURE MUSIC IN THE SERVICE OF THE CHURCH	413.94	0	984.62	742.24	242.38	171.56	48.36	123.20	1473	.5039
MY CONFIRMATION — PUPIL CLOTH MY CONFIRMATION — PUPIL PAPER	640.78	640.78	827.63	1,537.85	838.95	628.90	107.88	1410	1704	.70
MY CONFIRMATION — TEACHER MY CONFIRMATION WORK BOOK	882.05	250.60	1,692.52	1,643.12	1,192.80	750.32	125.10	125.10	1704	.70
OF SUCH IS THE KINGDOM OUR CHILD GROWS TOWARD GOD	456.50	44.12	885.98	0	885.98	597.18	288.80	146.87	3083	.1937
ROBIN OF DELHI RURAL WORSHIP	94.98	94.40	73.50	205.00	281.26	202.21	179.05	31.31	0	
SONG OF THE EARTH SUNDAY SCHOOL IS FUN	190.56	885.73	76.26	205.00	281.26	202.21	179.05	31.31	230.35	1233
VISUAL AIDS IN THE CHURCH WALKING AND WORKING WITH CHRIST	288.87	1,809.41	18.50	1,827.91	1,681.31	146.60	11.66	0	0	
WHEN THE LITTLE CHILD WANTS TO SING WINDOWS OF WORSHIP	593.83	2,673.65	0	2,673.65	2,224.02	449.63	142.27	309.12	130.61	2625
YOU CAN READ THE BIBLE I BELIEVE	1,273.21	0	1,614.23	1,614.23	850.15	764.08	4.44	464.81	679.61	4738
	0	0	10.00	10.00	10.00	0	0	0	0	.2802
21,267.76	26,678.33	16,393.41	43,071.74	29,402.16	13,669.58	7,593.18	2,477.76	5,120.42		

CHRISTIAN EDUCATION PRESS DEPARTMENT of the  
 BOARD OF CHRISTIAN EDUCATION and PUBLICATION of the  
 EVANGELICAL and REFORMED CHURCH  
 Statement of Cash Receipts and Disbursements  
 for the thirteen months ended January 31, 1950.

Cash in bank, January 1, 1949 \$ 1,883.25

Receipts:

Sales of publications	\$ 21,680.17
Loans from Periodical Department (see contra)	<u>3,300.00</u>
	<u>24,980.17</u>
	26,863.42

Disbursements:

Advertising	1,723.24
Auditing	266.66
Equipment	21.00
General Expenses	24.91
Shipping Room	111.92
Postage	505.21
Rent	531.80
Salaries	1,462.03
Supplies	394.66
Telephone and Telegraph	205.48
Travel	37.82
Royalties	490.20
Express and Postage	36.68
Miscellaneous	650.61
Repayment of loans from Periodical Department (see contra)	<u>3,300.00</u>
Printing and other direct costs	<u>16,968.19</u>
	<u>26,730.41</u>

Cash in bank, January 31, 1950 \$ 133.01

BOARD OF CHRISTIAN EDUCATION AND PUBLICATION  
 EVANGELICAL AND REFORMED CHURCH  
 TRUST FUNDS AND INVESTMENTS  
 BALANCE SHEET, JANUARY 31, 1950

## ASSETS

## Cash:

Demand deposit	\$ 1,647.43
Time deposit	<u>23,266.46</u>
	\$24,913.89

## Investments:

U.S. Savings Bonds, G, $2\frac{1}{2}\%$ (at cost)	23,000.00
Ursinus College, 10 yr. $4\frac{1}{2}\%$ note due May 1, 1951 (at cost)	<u>1,000.00</u>
	<u>24,000.00</u>
	<u>\$48,913.89</u>

## LIABILITIES AND CAPITAL

Annuity bonds	\$18,692.83
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## Special purpose funds:

Estate of	
George A. Garrett	\$3,326.75
General Reserve Fund	1,639.38
Estate of Milton Warner	<u>500.00</u>
	<u>5,466.13</u>
	\$24,158.96

## CAPITAL

Balance, February 1, 1949	24,521.43
Receipts	<u>807.21</u>
	<u>25,328.64</u>
Disbursements	<u>573.71</u>
	<u>24,754.93</u>
	<u>\$48,913.89</u>

Statement of Cash Receipts and Disbursementsfor the year ended January 31, 1950

Cash in bank, February 1, 1949:

Demand deposit	\$ 1,415.66
Time deposits	<u>22,949.25</u>
	\$24,364.91

## Receipts:

Proceeds of annuity bonds	5,000.00
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## Interest:

On investments	\$490.00
Time deposits	<u>317.21</u>
	807.21

## Special purpose funds:

Estate of George A.	
Garrett	303.48
Estate of Barbara	
Leighty	<u>12.00</u>
	<u>315.48</u>
	<u>6,122.69</u>
	30,487.60

## Disbursements :

Purchase of U.S. Savings Bonds, G, 2½%	5,000.00
Annuity bond interest	<u>573.71</u>
	<u>5,573.71</u>

Cash in banks, January 31, 1950:

Demand deposit	1,647.43
Time deposits	<u>23,266.46</u>
	<u>\$24,913.89</u>

Statement of Special Purpose Funds  
for the year ended January 31, 1950.

	Estate of George A. Garrett	General Reserve Fund	Estate of Milton Warner
Balances, February 1, 1950	\$ 3,023.27	\$ 1,627.38	\$ 500.00
Receipts:			
Estate of George A. Garrett	303.48		
Estate of Barbara Leighty		12.00	
Balances, January 31, 1950	<u>\$3,326.75</u>	<u>\$ 1,639.38</u>	<u>\$ 500.00</u>

CAPITAL ACCOUNTFOR THE YEAR ENDED JANUARY 31, 1950

Balance, February 1, 1949	3,592.88
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Closing the following accounts as of  
February 1, 1949, incident to changing  
from an accrual to a cash basis:

Furniture and Fixtures	8,000.00
Sales and Service inventories	4,591.19
Stereoptican slides and equipment	5,621.25
Misscellaneous Publications	2,714.50
Library Books	2,108.17
Supplies - Open Account	1,462.80
Pictures	1,320.61
Motion picture projectors	1,233.85
Film strips, records, slide sets etc.	1,160.03
Postage	759.11
Stationery and office supplies	165.00
Accounts Receivable	719.87
	<hr/>
	29,856.38

Less	
Accounts Payable	814.36
Toledo Conference	<u>733.99</u>
	<u>1,548.35</u>

28,308.03	<hr/>
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Adjusted Balance	
February 1, 1949	(24,715.15)

Net income for the year ended	
January 31, 1950 as annexed	33,724.65

Balance, January 31, 1950	9,009.50
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STATEMENT OF INCOMEFOR THE YEAR ENDED JANUARY 31, 1950Income

F. A. Keck, Church Treasurer	\$144,768.45
Contributions from Christian Emphasis	7,633.74
Interest on Note	<u>14.83</u>
	<u>152,417.02</u>

Expenses

Departmental Expenses, as annexed	<u>118,692.37</u>
Net income for the period	<u>33,724.65</u>

Board of Christian Education and PublicationEvangelical and Reformed ChurchBalance Sheet, December 31, 1949ASSETS

Cash			
Demand Deposit	16,878.12		
Time Deposit	<u>30,527.68</u>		
			47,405.80
U.S. Savings Bonds Series G.(at cost)			90,000.00
Accounts Receivable			
Trade	9,438.55		
Eden Publishing House	<u>26,405.31</u>		
			35,843.86
Prepaid Publication Expenses			
			52,691.71
			<u>225,941.37</u>

LIABILITIES and CAPITAL

Accounts Payable, Trade, Etc.	38,448.17	
New Curriculum, Balance, January 1, 1949	17,275.09	
Receipts from Commission on World Service	<u>25,245.40</u>	
	<u>42,520.49</u>	
Disbursements as annexed	<u>21,872.21</u>	
	<u>20,648.28</u>	
		59,096.45

CAPITAL

Capital Account as Annexed	166,844.92	
	<u>225,941.37</u>	

SUMMER SCHOOLS AND CAMPS - OPERATIONALSCHEDULE OF CASH RECEIPTS AND DISBURSEMENTSFor the Year Ending January 31, 1950.S U M M A R Y

<u>NAME</u>	<u>RECEIPTS</u>	<u>DISBURSEMENTS</u>	<u>PROFIT</u>	<u>LOSS</u>
Dunkirk -				
Junior	7,041.76	6,676.59	365.17	
Senior	5,607.93	5,561.51	46.42	
Young Adult	1,202.91	1,772.84		569.93
L. T. S.	1,946.25	2,150.12		203.87
1st Family	2,598.77	3,051.92		453.15
2nd Family	2,995.80	3,252.82		257.02
3rd Family	3,199.13	3,406.73		207.60
East Bay -				
Junior High	2,711.40	2,911.05		199.65
Senior High	3,061.57	3,477.09		415.52
L. T. S.	680.22	1,020.71		340.49
Fernbrook -				
1st Junior	946.97	1,070.85		123.88
2nd Junior	1,246.74	1,306.22		59.48
3rd Junior	1,284.82	1,323.47		38.65
4th Junior	1,312.86	1,304.22	8.64	
Senior High	1,529.32	1,615.58		86.26
Junior High	2,441.66	2,297.40	144.26	
5th Junior	1,267.65	1,341.03		73.38
Young People	754.83	987.42		232.59
Hanover Conference	2,963.61	3,001.37		37.76
Lone Star -				
L. T. S.	1,298.89	1,272.19	26.70	
Junior High	1,119.01	1,273.58		154.57
Mensch Mill -				
1st Junior High	2,413.14	2,219.59	193.55	
2nd Junior High	3,790.65	3,351.91	438.74	
3rd Junior High	3,919.05	3,449.42	469.63	
1st Senior High	3,536.28	3,276.89	259.39	
2nd Senior High	2,874.48	2,691.85	182.63	
Missouri Valley -				
L. T. S. High	697.82	1,090.42		392.60
Nebraska L. T. S.	1,097.31	1,489.93		392.62
Ohio -				
Junior High	2,276.90	2,059.73	217.17	
Sunflower Confer.	1,675.96	1,808.00		132.04
Tiffin Confer.	1,809.97	2,054.59		244.62
Green Lake -				
L.T.S. Jr. & Sr.	448.17	551.93		103.76
Michiana -				
Sr. & L.T.S.	94.98	26.32	68.66	
Junior High	281.15	163.27	117.88	
John's River Valley -	416.64	254.58	162.06	
Michaux 1st Jr. Hi.	209.01	190.22	18.79	
Sr. High	334.15	340.55		6.40
Campbell Gard Sr.	144.73	90.21	54.52	
Mensch Mill Family	150.00	208.33		58.33

<u>NAME</u>	<u>RECEIPTS</u>	<u>DISBURSEMENTS</u>	<u>PROFIT</u>	<u>LOSS</u>
Northern Star Sr. Hi.	92.50	42.50	50.00	
Michaux -				
2nd Junior High	216.33	215.11	1.22	
L. T. S.	118.82	83.70	35.12	
Junior	273.91	194.32	79.59	
Camp Crabtree -				
Junior High	35.50	35.50		
Miami Valley Jr. Hi.	39.50	39.50		
Missionary Confer.	61.50		61.50	
Camp Aurora -				
1st & 2nd Jr.	64.00	64.00		
Iholuhopi Sr. Hi.	51.00	56.50		56.50
Shadyside	70.22	87.18		16.96
Iowa L.T.S.	139.59	153.93		14.34
Waveland 1948	23.49	1.97	21.52	
 TOTAL	 74,517.85	 76,366.66	 3,023.16	 4,871.97
NET LOSS	<u>1,848.81</u>		<u>1,848.81</u>	
 TOTAL	 76,366.66	 76,366.66	 4,871.97	 4,871.97
	<u>=====</u>	<u>=====</u>	<u>=====</u>	<u>=====</u>

BOARD OF CHRISTIAN EDUCATION AND PUBLICATION

SCHEDULE OF INSURANCE POLICIES

at January 31, 1950

<u>Policy No.</u>	<u>Company</u>	<u>Coverage</u>	<u>Effective Dates</u>	<u>Amount</u>	<u>Premium</u>
		<u>From</u>	<u>To</u>		
01-788570	Maryland Casualty Comp.	Workmen's Compensation	1- 1-50	12-31-50	79.60
20274	Merchants & Manufacturers Insurance Company	Camera	10-10-49	10-10-50	1,000.00
B78-P1504	Pacific Fire. Ins. Co.	Fire-Furniture and Fixtures Etc.	4- 1-48	4- 1-51	12,000.00
Z118454	Zurich General Accident and Liability Ins. Co.	Mercantile Robbery	6- 9-49	6- 9-50	2,00.00
Psdl075	The Home Ins. Co.	Furn.&Fix. St. Louis	4-11-48	4-11-51	1,333.00
366191	Penna. Millers Mutual Fire Insurance Co.	Furn.&Fic. Stock	6-26-49	6-26-50	3,000.00
GW26559	Aetna Life Ins. Co.	Employees' Life	6-24-49	6-24-50	2,000.00
					18.30
					13.11
					1,114.51
					1,319.55
				Total	

BOARD OF CHRISTIAN EDUCATION AND PUBLICATION  
SUMMARY OF EDUCATION DEPARTMENT BUDGET FOR 1950-51

ESTIMATED RECEIPTS

From Denominational Apportionment	\$ 114,500.00
Women's Guild	10,000.00
Miscellaneous Contributions and Services	1,000.00
Educational & Periodical Department Reserves	<u>21,606.47</u>
<b>TOTAL</b>	<b>\$ 147,106.47</b>

### ESTIMATED EXPENDITURES

## BOARD OF CHRISTIAN EDUCATION AND PUBLICATION

PROPOSED WORKING BUDGET OF THE EDUCATION DEPARTMENT FOR 1950-51GENERAL DEPARTMENT

Audit	600.00
Christian Education Advance	2,000.00
Equipment	500.00
Exhibits	100.00
Express	40.00
Insurance	800.00
Interdenominational Agencies -	
Internat'l Council of Religious Ed.	3,600.00
World Council of Christian Edu.	255.00
Nat'l Protestant Council High. Ed.	100.00
Missionary Education Movement	50.00
United Christian Youth Movement	150.00
" " " "	
Service Projects	75.00
United Student Christian Council	200.00
Student Christian Movement	<u>100.00</u>
Miscellaneous	
Postage	1,250.00
Promotional Material	500.00
Rental (Office)	1,477.68
Rental (Res.)	900.00
Retirement (Lay Emp.)	163.02
Retirement (Min.)	255.00
Salary - Executive Secretary - 50%	2,100.00
Salary - Secretary to Executive Secretary - 50%	1,300.00
Salary - Accounting - 50%	6,791.00
Salary - Clerk - 50%	1,170.00
Salary - Extra Help	250.00
Sales & Service	750.00
Supplies	750.00
Telephone & Telegraph	200.00
Travel - Executive Secretary	1,500.00
Travel - Board & Staff	1,000.00
Retirement Annuity - C. H. Ranck	<u>500.00</u>
	<u>30,426.70</u>

SERVICE LIBRARY

Added Volumes	250.00
Equipment	50.00
Fines	(20.00)
Magazines	25.00
Miscellaneous	25.00
Postage	125.00
Promotional	200.00
Rental (Office)	473.88
Retirement (Lay Emp.) 1/3	33.00
Salary - Librarian - 1/3	1,100.00
Salary - Asst. Librarian - 50%	832.00
Supplies	50.00
Telephone & Telegraph	<u>150.00</u>
	<u>3,293.88</u>

AUDIO-VISUAL MATERIALS

Films, Film Strips and Records & Slides	2,500.00	2,500.00
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LEADERSHIP TRAINING

Equipment	25.00
Express	200.00
Miscellaneous	25.00
Postage	250.00
Promotional Material	500.00
Rental (Office)	569.16
Rental (Res.)	900.00
Retirement (Lay Emp.)	233.10
Salary - Director	4,000.00
Salary - Secretary to Director	2,600.00
Salary - Clerk - 50%	1,170.00
Sales and Service	200.00
Supplies	200.00
Telephone and Telegraph	175.00
Travel	<u>1,000.00</u>
	12,047.26

CHILDREN'S WORK

*Retirement (Lay Emp.)	198.00
Child's Teacher	600.00
Equipment	250.00
Express	50.00
Miscellaneous	50.00
Postage	750.00
Promotional Material	150.00
Rental (Office)	491.40
Rental (Res.)	450.00
Salary - Director	4,000.00
Salary - Secretary to Director	2,600.00
Salary - Extra Help	750.00
Sales and Service	75.00
Supplies	350.00
Synodical Children's Workers Cabinet	1,200.00
Synodical Children's Workers Executive Committee	500.00
Telephone and Telegraph	250.00
Travel	1,250.00
Leadership Development Program	1,000.00
Junior Camp Leaders	175.00
Vacation Church School Team	<u>250.00</u>
	15,389.40

YOUTH WORK

Caravan Program	2,500.00
Equipment	250.00
Leaders of Youth	1,200.00
Miscellaneous	100.00
Postage	1,000.00
Promotional Material	1,150.00
Rental (Office)	1,320.00
Rental (Res.) - Director	900.00
Rental (Res.) - Associate Director	300.00
Express	25.00

YOUTH WORK (Continued)

Retirement (Min.)	190.00
Salary - Director	4,000.00
Salary - Associate Director	3,200.00
Salary - Secretary to Director	2,496.00
Salary - Secretary to Associate Director	1,950.00
Salary - Extra Help	350.00
Sales and Service	150.00
Supplies	500.00
Telephone and Telegraph	250.00
Travel	3,000.00
National Council Travel Pool	1,000.00
Salary - Field Promotion	600.00
Travel - National Council Adult Advisers	850.00
Travel - Youth Representative go General Synod and other meetings	<u>1,200.00</u>
	28,481.00

STUDENT WORK

Equipment	100.00
Express	10.00
Miscellaneous	50.00
Postage	250.00
Promotional Material	1,000.00
Rental (Office)	660.00
Rental (Res.)	900.00
Retirement (Min.)	190.00
Salary - Director	4,000.00
Salary - Secretary to Director	1,820.00
Salary - Student Pastors	4,700.00
Sales and Service	100.00
Supplies	150.00
Telephone and Telegraph	150.00
Travel	1,100.00
Extra Help	50.00
Life Enlistment	1,500.00
Student Pastors Conference	1,000.00
Student Conference Subsidy	400.00
World Student Christian Federation Conference	<u>500.00</u>
	18,630.00

CAMPS AND SUMMER SCHOOLS - Administrative

Decentralization Program	100.00
Promotion and Administration of National and International Work Camps	200.00
Equipment	150.00
Express	10.00
Miscellaneous	50.00
National Director's Conference	2,000.00
Postage	650.00
Promotional Material	125.00
Rental (Office)	548.00
Rental (Res.)	900.00
Retirement (Min.)	190.00
Retirement (Lay Emp.)	66.30

CAMPS AND SUMMER SCHOOLS - Administrative (Continued)

Salary - Director	4,000.00
Salary - Secretary to Director	2,210.00
Salary - Extra Help	350.00
Sales and Service	1,000.00
Supplies	200.00
Telephone and Telegraph	275.00
Travel	1,200.00
	<u>14,224.30</u>

CAMPS AND SUMMER SCHOOLS - Operational

Express	50.00
Honoraria	150.00
Insurance - Leaders	400.00
Miscellaneous	50.00
Postage	300.00
Promotional Material	1,000.00
Salaries	850.00
Supplies - Craft	100.00
Supplies - General	1,000.00
Supplies - Textbooks for Teachers	300.00
Telephone and Telegraph	75.00
Travel	4,750.00
Tuition	(5,000.00)
Morning Watch	500.00
Campers Service Fee	<u>(1,500.00)</u>
	3,025.00

ADULT WORK

Commission on Family Life	350.00
Equipment	150.00
Express	50.00
Miscellaneous	50.00
Postage	175.00
Promotional Material	350.00
Rental (Office) - 50%	212.64
Rental (Res.) - 50%	450.00
Retirement (Lay Emp.)	19.08
Retirement (Min.)	110.00
Salary - Director	2,200.00
Salary - Secretary to Director	936.00
Sales and Service	500.00
Supplies	100.00
Telephone and Telegraph	150.00
Travel	<u>900.00</u>
	6,702.72

WEEKDAY AND VACATION CHURCH SCHOOLS

Postage	75.00
Promotional Material	200.00
Sales and Service	150.00
Supplies	10.00
Telephone and Telegraph	<u>10.00</u>
	445.00

COOPERATIVE COUNCIL OF MISSIONARY EDUCATION

Subsidy and staff travel expenses	3,200.00	3,200.00
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LITERATURE CONSULTANT

Express	25.00
Equipment	50.00
Miscellaneous	50.00
Postage	100.00
Rental (Office)	537.96
Rental (Res.)	300.00
Retirement (Lay Emp.) - 50%	29.25
Salary - Secretary - 50%	975.00
Supplies	50.00
Telephone and Telegraph	100.00
Travel	<u>300.00</u>
	2,517.21

<u>THE MESSENGER</u>	2,000.00	2,000.00
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SHIPPING DEPARTMENT

Equipment - Shelving	150.00
Miscellaneous	100.00
Rental	240.00
Salary - Shipper	1,820.00
Salary - Extra Helper	1,014.00
Supplies	500.00
Service - Heidelberg Press	<u>400.00</u>
	4,224.00

TOTAL	\$ 147,106.47
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